THE LABOUR GAZETTE

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"We are being inexorably driven in the direction of a revolutionary change in our methods of collective bargaining ... The general public is fed up with strikes ... The elementary arithmetic that can conclusively show the futility of striking seems to be slowly sinking in ..." See: Arbitration versus the Strike Weapon—A Management View, by George Sanderson.

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Labour Canada Travail Canada

THE THREAT TO THE CANADIAN WORKER OF U.S. PROTECTIONISM

BY R. S. CATTA

A hornet's nest has been stirred up in labour circles in both Canada and the United States by the Burke-Hartke Bill, which is due to be tabled again in Congress.

Regardless of whether the Bill is passed or defeated, it has raised innumerable questions concerning matters that were thought to be solidly established, cast doubts on the many interests at stake, and provided the fuel for lengthy, heated debate.

As **Le Soleil** pointed out earlier this year, the success of Phase 3 of the American wage and price control program depended almost entirely on the good will of labour, management and the public. The Québec newspaper observed, moreover, that the program's chances of success were remote.

The outlook became even gloomier, following the second dollar devaluation within a few months. How, it was asked, could workers and management in the U.S. be expected to moderate their demands for money in exchange for goods and services when the dollar had again decreased in value?

Nevertheless, the U.S. felt oblig to take further steps to check balance of payments deficit, a an immediate effect of dev uation was to discourage impo while boosting exports. T Burke-Hartke Bill, however, wou have longer-range effects in cu ing foreign competition—parl ularly from Japan, Europe a Canada.

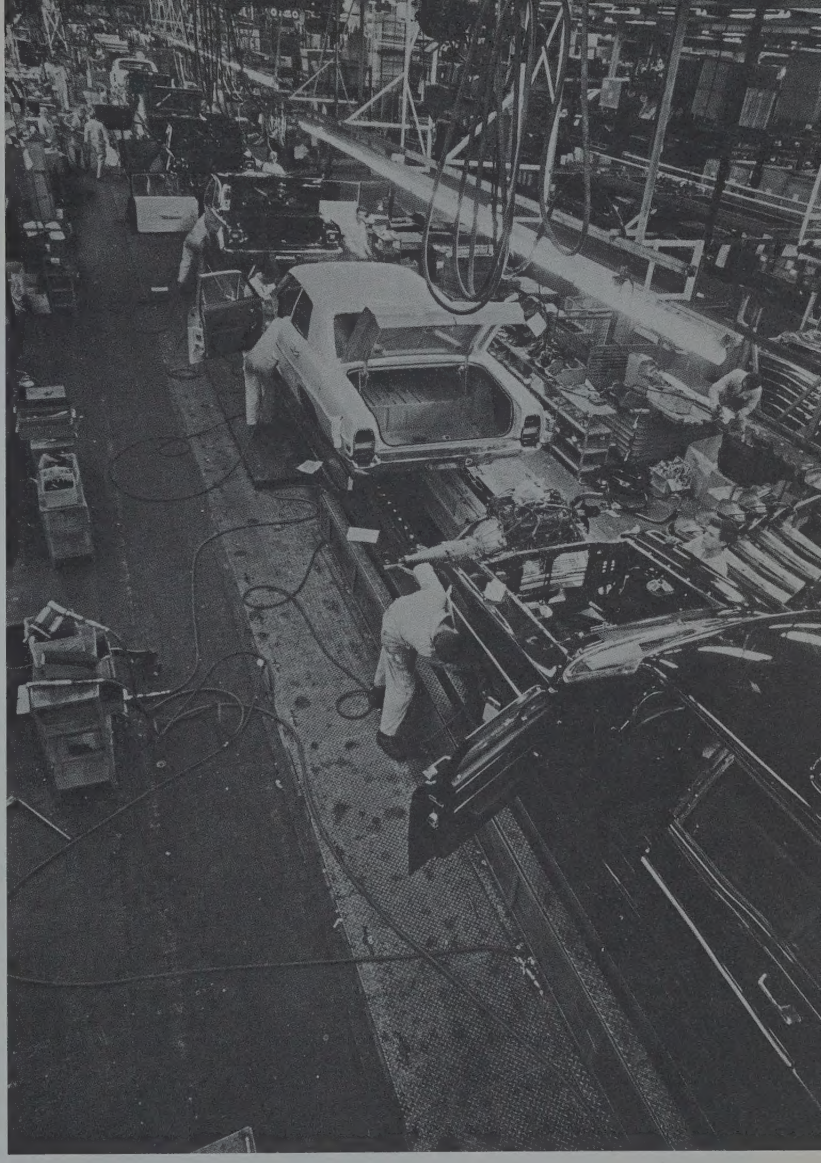
"The United States is determin to reduce the imbalance curren running in Canada's favour," marked Dale Thomson in a rece issue of **International Perspe tives.** Thomson, Director of t

etre for Canadian Studies at hns Hopkins University, de- ed that "Washington is nettled y he Canadian surpluses under e auto pact and the defence duction sharing agreements, lower Canadian tourist allow- es, and indirect Canadian sub- ds to exports, as in the Mich- tire case."

he Burke-Hartke Bill proposes erly protectionist measures, ch, in the opinion of Donald aDonald, President of the Ca- an Labour Congress, are remi- sent of the Hawley-Smoot Act 930: namely, import quotas; ination of tax reductions for rican companies operating ad; and control over the ex- of U.S. capital and tech- gy.

he AFL-CIO is reported to be giv- gthe Bill its almost total sup- ort. The powerful labour organi- ation believes that the dvntages of devaluation to the S can be partly, if not totally, ped out by foreign competitors. he latter can subsidize their ex- ors, erect tariff barriers, protect e currency, reduce manufac- rers' profit margins, and change repackaging or nature of the e handise being exported. But tle proposed measures become w production and employment he U.S. would be effectively rected. The AFL-CIO does not ppar to be overly concerned ot the damage its policy could o and has already done—to its ternational relations, especially e with Canada.

ore of the more interesting reac- ons to the proposed measures re worth mentioning. Francois terrand, leader of the Left in race, remarked that if the U.S. sd its customs tariffs, its for- g partners would be left with o hoice but to take similar ac- on against American imports.



In Canada, John Munro, Minister of Labour, said that the bill threatened Canadian jobs and economic growth. He declared that international trade unions might no longer be able to represent fairly both Canada and the United States. This statement served to spotlight the dispute over union autonomy that is agitating Canadian labour.

James Griffin, industrial relations officer for the United Steelworkers of America, expressed surprise at the Minister's statement; but William Mahoney, Canadian Director of the Steelworkers did not share the views of his American colleagues. He said he was completely opposed to the protectionist trend currently developing in the U.S.

Senior representatives of Canada's labour unions have been examining steps that they might take to bring greater autonomy to their unions. Dennis McDermott, Canadian Director of the United Auto Workers, announced recently that he would take action in this direction. Trade union reaction around the world was predictable. The new European Trade Union Confederation, which is contemplating global strikes against multinational corporations in an effort to better the lot of their employees, has discovered a new enemy in the U.S. The Euro-TUC believes that the United States will take the food out of the mouths of European workers who depend on companies with head offices in American cities, or which export to the U.S.

Victor Feather, President of the Confederation, and General Secretary of the British TUC, said that the Soviet Union would be invited to join the protest movement, while AFL-CIO boss George Meany described this ploy as a "Moscow-London Axis." British workers believe that their American colleagues, who have attained a satisfactory standard of living, intend to protect that standard from inroads by relatively cheap foreign labour.

In spite of the protests, the AFL-CIO and other American unions are sticking to their arguments, which they think are unassailable. They claim that a million jobs were taken away from Americans between 1966 and 1972 because of imports—especially from Japan, Korea, Taiwan and Mexico—that, in many cases, were manufactured by American subsidiaries abroad.

The controversy over protectionist measures that is dividing the North American labour movement is centred mainly on the automobiles manufactured here. The Canada-U.S. agreement of January 1965 made it possible for Canada to expand auto production, provide more jobs in this sector, and increase trade with the U.S. Statistics Canada reports that the balance of trade in automobiles showed the following swing between 1965 and 1971:

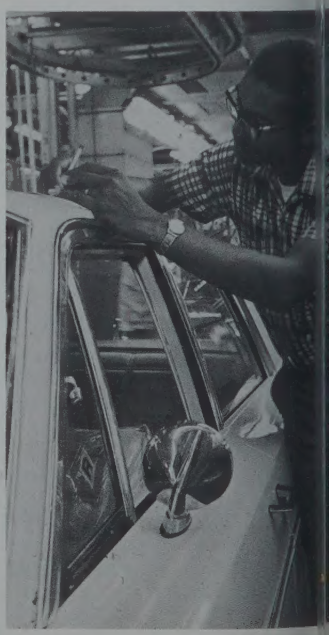
	Exports to the U.S.	Imports from the U.S.	Balance
	(millions of dollars)		
1965	231	968	−737
1966	882	1,535	−653
1967	1,627	2,109	−482
1968	2,586	2,923	−337
1969	3,435	3,511	− 76
1970	3,378	3,182	+196
1971	4,099	3,931	+168

The favourable balance of trade with the U.S. in 1971 was not limited to automobiles. If all industrial sectors are included, it totalled $1,203,000,000, compared with an overall deficit of $1,012,000,000 in 1965—a complete reversal of the situation in six years.

There is something in the Auto Pact for the U.S., however. In 1971, automobiles manufactured south of the border accounted for 36 per cent of Canada's imports from the United States, and GM Vice-President Thomas Murphy was able to say, before a Senate committee, that the number of workers v had been put on the payroll in U.S. since the signing of the was five times the number of j created in Canadian auto pl over the same period. It is worth noting that the U.S. has vested a considerable sum money—about $1,000,000,000 tween 1964 and 1968—in this tor in Canada.

American union leaders assure that Canada must have some p tection, especially in the form changes in the quota on export the U.S. The reply to this, h ever, is that the United States c not give preferential treatmen a particular country without lating the GATT agreements.

It is obvious that deep conflicts interest underlie the Burke-Ha Bill and possible reconsiderat of the Auto Pact. They are only economic but also affect major North American and E pean union structures. It will quire lengthy bargaining and haps difficult realignments resolve them.



ARBITRATION VERSUS THE STRIKE WEAPON --A MANAGEMENT VIEW

BY GEORGE SANDERSON

Strikes—particularly those in the public sector—may soon be a thing of the past, according to H. J. Clawson, Vice-President of the Steel Company of Canada.

Speaking recently to an industrial relations seminar at Queen's University, Clawson predicted that growing public resentment toward strikes will lead to their demise and ultimately result in the use of a system of voluntary or compulsory arbitration for settlement of contract disputes.

"We are being inexorably driven in the direction of a revolutionary change in our methods of collective bargaining," he declared. "The general public is fed up with strikes ... and even generally pro-labour newspapers like **The Toronto Star** are increasingly calling for legislation to prohibit [them] in essential industries."

Clawson believes that the area of permissible strike activity will be drastically reduced within the next ten years because people are fast losing faith in collective bargaining as a means of achieving reasonable settlements. Governments, too, are being forced to acknowledge that it is increasingly the public that must bear the brunt of a growing number of work stoppages.

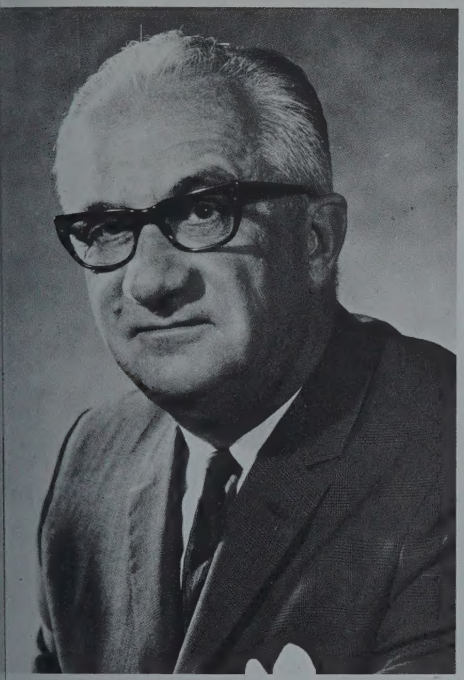
Almost 8,000,000 man-days were lost in 1972 through strikes and lockouts—a clear indication that the collective bargaining system is working poorly, particularly in the public sector. **It was also Canada's worst year from the standpoint of relations between governments and their employees.**

To mention only a few areas of strike activity: Canada's three largest cities—Toronto, Montreal and Vancouver—did without garbage collection for a month last year; the entire public service of Québec walked out for a couple of weeks last spring; and electric utilities in Ontario and Québec were shut down last fall by labour disputes.

Though the federal Government has not yet modified its own legislation on work stoppages in the Public Service, **a number of provinces have been compelled to end strikes in sensitive areas** through ad hoc legislation or compulsory arbitration. The recent seven-month strike by elevator technicians is a case in point. It was **the first time in Ontario that compulsory arbitration was imposed to settle a dispute in private industry.** In Québec, the strike was declared illegal. Ad hoc legislation also brought an end to the public service strike in that province. Recent stoppages by Hydro employees, dock workers and air traffic controllers were also subject to government intervention.

The arbitration process does have "pitfalls and inherent risks for both management and unions," Clawson admitted—but he added that we must keep in mind the "realities" of collective bargaining. "With the increasing specialization of functions in the economy, and with the growing interdependence of its units, **the power of small groups of employees to paralyze the community is frightening."**

The risks of arbitration, including its "inhibiting fects" on collective bargaining, are of minor im tance compared with the "great damage" that ca inflicted on all parties—including the general pub by the "tendency of many unions to strike auto ically as soon as the legal opportunity arises," he gued.



. Clawson

lwson maintains that "coercion rather than 'free' ective bargaining is 'the name of the game' in the ulic service and in some parts of the private sec-" When a union strikes or threatens to strike in an ential service, the settlement is more likely to be gned to avoid the hardship of a strike than to be result of rational analysis. Force thus replaces rea- in such areas, he contends.

there any reason to believe that imposed arbitral itions would be less rational and reasonable than se induced by coercion?" he asks. "If accepting e frustration of collective bargaining is the price emust pay in order to avoid strikes that hold the ulic to ransom, then I am convinced we must pay

emphasized that too much bargaining power for unions results not only in inflationary settlements are "greatly in excess of any equitable or reason- standard," but also in "other administrative con- ions that can result in reduced efficiency and er productivity."

Employees, too, are beginning to be disenchanted with strikes, he noted. **"The elementary arithmetic that can conclusively show the futility of striking seems to be slowly sinking in** . . . It is, of course, well known that the gains from strikes are usually minimal. Many union leaders [including Leonard Woodcock and George Meany] realize this; others, for some strange reason, seem to think that they have to permit, or even promote, periodic strikes in order to maintain an appropriate militancy and solidarity among their members."

Workers are sometimes dragged into strikes "merely because of the personal intransigence and irresponsibility of individual leaders," Clawson continued. He mentioned the Toronto Western Hospital strike as a case in point. **Another "example of the trivial issues that frequently bring on strikes"** was the threatened Toronto transit strike last summer. "The main issue in the close ratification vote was the union's opposition to management's proposal that it be permitted to hire 25 temporary drivers each summer in order to provide summer vacations for as many of its regular drivers as possible."

There is also **the "increasing tendency of unions to call strikes over political issues**—some political in the broad sense, as in the overt announcements by Messrs. Pepin, Charbonneau and Laberge in Québec—and some involving internal union politics, inter-union rivalry, or even competition among union leaders," Clawson said.

"Unfortunately, the plausible and symmetrical models of collective bargaining that so intrigue academic analysts completely ignore or naively underestimate the costs and other effects of strikes as the final step in the collective bargaining process," he added. "It is quite possible that the fear that every aspect of collective bargaining would disappear with arbitration as the terminal process is grossly exaggerated—in other words, **strikes may not be an indispensable condition to the successful functioning of the collective bargaining system."**

"Where arbitration has been practised, the evidence is mixed," he continued. "In some negotiations, the parties have indeed been inclined to let everything go to the arbitrator; but there are just as many cases, if not more, where only the basic and substantial issues have reached the arbitrator. The others were settled during the negotiations."

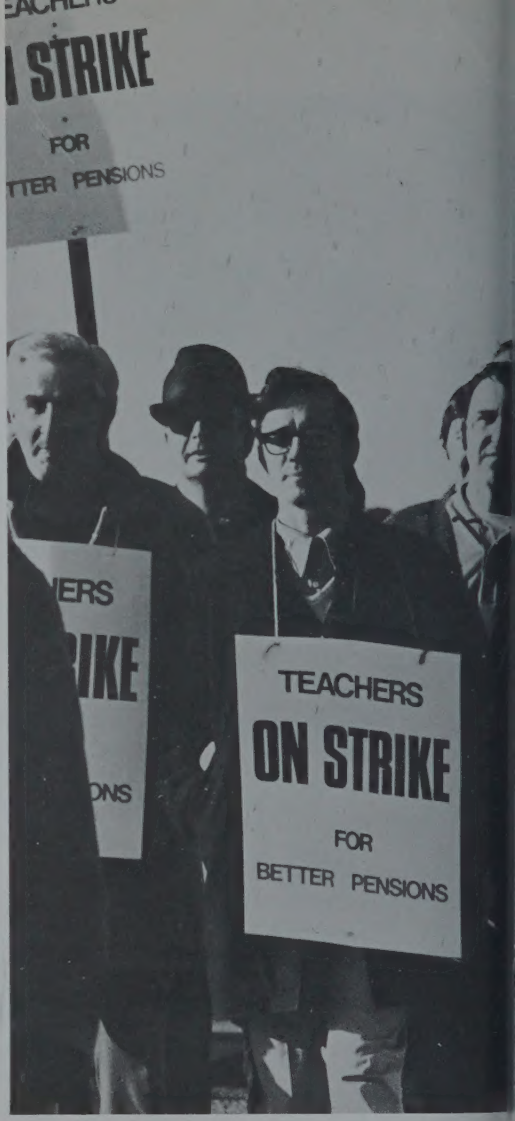
Clawson holds the view that **we should be devoting our energies to improving arbitration procedures rather than indulging in "endless debates about theoretical objections."** In his address he stated: "It may well be that the only way the arbitration process can be refined is as a result of further trial and error experience. Maybe through adequate planning and research we can minimize many of its pitfalls."

Clawson noted that **the Ontario Government has started a review of arbitration procedures.** Ontario was the first province in Canada to prohibit strikes in certain parts of the public service, and to set up a permanent arbitration tribunal.

He remarked also that "what often passes for voluntary arbitration is not really voluntary at all." The terms imposed by an arbitrator to whom the parties have submitted voluntarily are as much of an interference with free collective bargaining as terms imposed by compulsory arbitration. In both instances, the arbitrator wields just as much power—and the outcome is just as unpredictable.

It is true that the use of ad hoc voluntary arbitration after negotiations break down would not stifle collective bargaining; but "unions would only agree to it if they thought their bargaining position was weak," Clawson said.

He described as **"yet another fallacy," the argument that arbitration should be imposed only in areas in which a strike would be intolerable to the public.** This would mean, in effect, that relatively weak bargaining units whose services were not essential to the community could strike as often and for as long as they liked. "What kind of a 'right' to strike is this?" he asked. "It is inconceivable that governments, for instance, would grant their non-essential employees wages or benefits in excess of those awarded by arbitration to public employees performing essential services . . .



Such a practice would run counter to the notion tax-paying citizens have a right to continuity in public services, not merely essential ones. If any vice can be allowed to shut down, then it prob should not exist in the first place."

Clawson concluded his address with a numbe suggestions on how to improve arbitration pr dures. He emphasized the need to give thought t bitration as an alternative to strikes. If we do not may throw away a good chance to avoid "the di der and economic waste that only too often re from our present collective bargaining system," warned.

e first step toward improving arbitration techues should be to **establish statutory criteria,** Clawd said. The absence of such criteria saddles the arator with an "impossible" responsibility. It also ces too much power in the hands of the most inious and persuasive counsel or spokesman.

impartial fact-finding body is equally necessary—hething along the lines of the federal Pay Research eau. The arbitrator should not have to rely solely the often haphazard and self-serving wage and efit data supplied by the parties.

obably the most essential requirement is that we **to avoid ad hoc arbitration."** Though it may not feasible in all cases, arbitration should normally handled by a permanent tribunal. Only through he type of continuity can appropriate jurisprue be developed. The chairman and members d not be appointed for life, however. Nor do they d to serve on a full-time basis. It is important, reover, to minimize the consequences of personal es implicit in a system of adhoc arbitration.

eparate tribunals or arbitrators are to be used for ous occupational groups, there must be **some n of co-ordinating authority or tribunal,** in Claw's opinion. Arbitration awards covering firemen or ocemen, for instance, cannot be inconsistent with eral jurisprudence governing the public service as hole. Such special awards would require the arval of a "super" tribunal.

awson maintains that there should be no general t of **appeal or review,** except possibly in the foreg circumstances. It is conceivable that, with the rowth of arbitration, special panels of the tribunal uld be assigned to make a tentative award requirhe approval of the full tribunal to come into ef-

rbitration tribunals could benefit from bipartite adsory councils, he thinks. The latter would meet with e tribunal periodically (though not on specific ass) to discuss broad policies.

hough arbitration of compensation and other issues ay be "an intrusion upon the sovereign right of the egislature to budget and to levy taxes," this "formiate" problem could be solved by **giving special et power to the Governor in Council, Parliament r the Legislature.** "This would, of course, evoke cries of dissent and charges of unilateral imposition of wages by the employer. The problem would not arise unless the veto was exercised however; and presumably this would be a rare occurrence."

Clawson confessed to being surprised that some people objected to governments' unilateral imposition of salaries on their employees but had no constitutional objections to the taxes levied, or other restraints imposed, on all citizens by these same governments.

Another condition essential to any system of adjudication for the public service is the **specific exclusion, by law, of certain issues from the arbitrator's jurisdiction.** This requirement has been satisfied, to some extent, by the federal and Ontario Governments.

He went on to suggest that we **continue the almost universal practice of three-man or tripartite boards,** even in cases where the chairman holds a permanent appointment. "These ["sidesmen" as they are called] could continue to be partisan appointments on an ad hoc basis. Most arbitrators in negotiation disputes would welcome the benefits of the sidesmen's counsel and advice . . . Greater understanding of the issues . . . would assist them in achieving the 'art of the possible'."

Clawson said he favoured the retention of the sidesmen's voting rights, although the chairman's award would have to be the decisive one. This could make for a greater degree of accommodation in the award.

He recommended also the retention of a **pre-arbitration mediation or conciliation procedure,** though he suggested that this should be employed discreetly, depending on the circumstances of each set of negotiations. The arbitration tribunal itself should use mediation techniques to encourage the greatest possible degree of mutual agreement. For these to be successful, the chairman must have the experience and perception to be able to distinguish clearly between his role as a mediator and as an arbitrator.

Clawson said he was disturbed at the excessive zeal displayed in some quarters for "Final Offer Selection." **He described FOS as an overly simplistic approach to a very complex problem,** a "new form of gimmickry," and a sort of "arbitration roulette."

Under this system—designed to improve arbitration procedures—the unsettled items of a dispute are referred to an arbitrator. Following further discussions, each party places a final offer of settlement in a sealed envelope and hands it to the arbitrator. The latter then opens the envelopes and makes his award. He must select either the employer's offer or the union's, and he has no jurisdiction to modify either of them in any way.

The rationale for FOS is: (1) The arbitrator's discretion is reduced, thus making the award acceptable to at least one of the parties; and (2) The parties would have to be realistic in their proposals. If one of them is too far out of line with reason, it risks rejection of its own offer and acceptance of the other party's offer.

Clawson noted that many complicated issues arise negotiations, making it virtually impossible at tin to accept all of one party's proposals. A union prop sal of 25 cents an hour, for example, might be acce able to the arbitrator if he could attach condition it or offset the wage increase by a modification in benefit package. The FOS system would not all him to do this, however.

In his closing remarks, Clawson reiterated the vi that **many of our concepts, strategies and practi must undergo change.** The trend toward arbitrat as a substitute for strikes will continue, he forec "because the public will demand it; and no politi reincarnation of a Canute will be able to stem tide."

ABOUR ORGANIZATIONS N CANADA 1972

he beginning of 1972, labour ons reported a total member- of 2,370,600 an increase of 7.2 cent over the 1971 total. Union mbers numbered 34.4 per cent he non-agricultural paid work- n Canada and 27.6 per cent of total civilian labour force, **ac- ling to Labour Organizations anada, an annual publication he Canada Department of La- r.**

rly half of the net increase the previous year—78,900 of 100—is due to the inclusion, he first time, of three indepen- t national unions: the Alberta ciation of Registered Nurses, Registered Nurses Association ritish Columbia and the Cor- ation des enseignants du Qué- (Québec Teachers' Corpora-). Without these additions, the ease over the 1971 total would been 3.7 per cent. The in- se due to the inclusion of these 3 organizations is reflected in the tables under Unaffiliated National Unions, which represented 11.1 per cent of the total 1972 membership compared to 8.5 per cent in 1971.

Canadian Labour Congress affiliates, with 1,724,957 members reported, accounted for 72.8 per cent of total union membership in Canada. About 70 per cent of the CLC membership belonged to unions that were also affiliated to the American Federation of Labour and Congress of Industrial Organizations in the United States. In all, 76 per cent of the CLC membership belonged to international unions. Membership of unions affiliated with the CLC only totalled 529,559 or 22.3 per cent of the total.

Another 9.2 per cent of the total union membership in Canada or 218,621 members, belonged to federations affiliated with the Confederation of National Trade Unions. In mid-1972, the Centrale des syndicats démocratiques was formed after secession of sections of the CNTU; however, the statistics do not take this into account as they refer to the first day of the year.

One half of 1 per cent of the total was in unions affiliated to the Council of Canadian Unions. The CCU membership shown accounts for their 4 affiliates included in Part I; actual membership would be somewhat higher, however, since 2 organizations did not respond to the survey (See Part III).

The remaining membership was distributed among various unaffiliated international and national unions and independent local organizations that together represented 17.5 per cent of the total.

International unions with headquarters in the United States accounted for 59.6 per cent of the total 1972 membership as compared with 62.0 per cent in 1971. Although higher in absolute numbers, the membership of international unions as a proportion of the total has been steadily decreasing in the last few years; it stood at 72 per cent 10 years ago. National unions accounted for 37.7 per cent of the total membership compared to 34.9 per cent in 1971. This is due mainly to the faster growing rate of national unions and the inclusion of the national organizations mentioned earlier. International unions showed an increase of 3 per cent over the membership reported in 1971, whereas national unions showed an increase of 15.8 per cent, and 5.5 per cent if newly added national unions are excluded.

Independent local organizations and local unions chartered by the two central labour congresses, the CLC and the CNTU, accounted for 2.7 per cent of the membership.

As in the previous year, 20 unions reported a membership of 30,000 or more. Ten unions reported a membership of 50,000 or more and these accounted for 39 per cent of the total membership. **The largest union in terms of membership in Canada, as in previous years, remains the United Steelworkers (AFL-CIO / CLC) with 165,000 members reported in 1972.** As in 1971, next in size were two national affiliates of the CLC—the Canadian Union of Public Employees with 157,900 members and the Public Service Alliance of Canada with 129,700.

NEW ENTRIES AND DELETIONS

In the last few years, an increasing number of organizations concerned with occupational or professional standards have been engaging in some form of collective bargaining and survey coverage is being extended with a view to including more of these organizations. Three such organizations have been added in this edition. They are the Registered Nurses Association of British Columbia, the Alberta Association of Registered Nurses and the Corporation des Enseignants du Québec (Québec Teachers' Corporation), none of which are affiliated with any other labour organizations.

Also appearing for the first time is the Air Line Employees' Association, International (AFL-CIO), which represents Canadian employees of United States carriers; ALEA has a total membership of 40 in Canada.

The Public Service Alliance of Canada now has a sixteenth component with the creation, in June 1972, of the Environment Component; it represents members in the recently formed Department of the Environment.

The CNTU also set up a new federation: the Fédération nationale des communications (National Federation of Communication Workers), officially founded in November 1972. Members include employees in the newspaper, radio, television and film industries. The new federation takes over the Fédération canadienne de l'imprimerie et de l'information (Canadian Federation of the Printing and Information Industry) dissolved earlier in the year.

In April 1972, the 4,000-meml Canadian section of the Comm nication Workers of America (A CIO/CLC) withdrew from its p ent union to establish a natio communications union, the Co munications Workers of Cana which maintains affiliation w the CLC only.

The United Brick and Clay Wo ers of America (AFL-CIO/Cl having reported no members Canada in 1972 no longer appe in the Directory; the union had ported 35 members in Canada 1971.

MERGERS

Following a trend that has b growing in recent years, 3 imp tant mergers took place dur 1972.

A merger of the Lithographers Photoengravers Internatio Union (LPIU) and the Inter tional Brotherhood of Bo binders (IBB) into the Graphic International Union (GAIU) came official September 4, Lab Day, 1972. The LPIU itself formed in 1964 by a merger of Amalgamated Lithographers America, organized in 1882, an the International Photoengra Union, organized in 1900. The was formed in 1892. At the be ning of 1972, the LPIU had 6 members in Canada and the had 3,700. The new GAIU re sents a total of 130,000 meml in the United States and Can The new union is affiliated to b the AFL-CIO and the CLC, as w its components.

ons with 50,000 or More Members, 1972

tive tion 972	1972 Membership	Relative Position in 1971
United Steelworkers of America (AFL-CIO/CLC)	165,055	(1)
Canadian Union of Public Employees (CLC)	157,919	(2)
Public Service Alliance of Canada (CLC)	129,652	(3)
International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC)	102,933	(4)
United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC)	74,362	(5)
Québec Teachers' Corporation (Ind.)	70,000	(*)
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.)	60,560	(6)
International Brotherhood of Electrical Workers (AFL-CIO/CLC)	56,026	(7)
Service Employees' National Federation, Inc. (CNTU) International Association of Machinists and Aerospace Workers (AFL-CIO/CLC)	56,603	(8)
International Woodworkers of America (AFL-CIO/CLC)	53,158	(**)

*Not included prior to 1972.
**Fewer than 50,000 members in 1971.

August 9, 1972, the 2 largest ons in the pulp and paper in- try officially merged to form United Paper-workers Interna- al Union (AFL-CIO/CLC). The ging unions, the United Pa- makers and Paperworkers P) and the International Broth- od of Pulp, Sulphite and Pa- Mill Workers (PSPMW), has rted respectively 11,300 and 00 members in Canada in . The UPP had itself been ed through a merger in 1957 he International Brotherhood apermakers (IBPM) organized 393 and the United Paperwor- of America. The PSPMW were nized in 1906 following a se- ion from the IBPM.

During the year, the International Union of District 50, Allied and Technical Workers of the United States and Canada (Ind.) better known as District 50, merged with the United Steelworkers of America (AFL-CIO/CLC). Organized and chartered in 1936 by the United Mine Workers of America, District 50 held its first separate convention in 1961 but remained affiliated to the UMW until 1970 when it severed its ties and adopted the title District 50-ATW. District 50 reported a Canadian membership of 11,000 at the beginning of 1972.

CHANGES IN TITLE

At least **4 organizations have changed their titles since the last report of 1971.** The Metal Polishers, Buffers, Platers and Helpers International Union has changed its title to Metal Polishers, Buffers, Platers and Allied Workers International Union; and the International Stereotypers and Electrotypers Union of North America to International Stereotypers, Electrotypers and Photoengravers' Union of North America, both in mid-1971.

The Nova Scotia Civil Service Association is now known as the Nova Scotia Government Employees' Association.

The Union catholique des cultivateurs, to which are affiliated the Fédération des travailleurs forestiers du Québec (Quebec Woodworkers Federation), has changed its title to Union des producteurs agricoles, UPA.

The Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' International Union of America is also known as the Barbers, Beauticians and Allied Industries International Association; both titles are retained in the union's constitution.

AFFILIATIONS AND DISAFFILIATIONS

Two previously independent international unions operating in Canada joined the ranks of the CLC at the end of 1972—the United Electrical, Radio and Machine Workers of America (UE), and the United Fishermen and Allied Workers Union UE was expelled from the Canadian Congress of Labour (CCL) in 1949 and the United Fishermen were ousted from the Trades and Labour Congress (TLC) in 1954. The CCL and the TLC are the two congresses that merged in 1956 to form the CLC.

The United Fishermen was granted affiliation as a B.C. regional union. The 2 affiliations bring approximately 27,000 new members to the CLC. These changes are not reflected in the tables.

Affiliation to the Canadian Council of Unions, a congress newly included in Part III of the Directory, is shown for 4 previously independent unions; the Canadian Association of Industrial, Mechanical and Allied Workers, the Canadian Textile and Chemical Union, the Canadian Union of Operating Engineers and the Pulp and Paper Workers of Canada. These affiliations are shown in Tables 2 and 3.

During 1972, 3 federations have withdrawn from the CNTU: the Fédération canadienne des travailleurs du textile (Canadian Federation of Textile Workers) and the Fédération nationale des travailleurs de l'industrie du vêtement (National Federation Clothing Workers) both joined t Centrale des syndicats démoc tiques. The Syndicat des fonctio naires provinciaux du Québ (Québec Government Employe Union) has become independen

One organization has been e leted from the appendix; the C nadian Federation of Governme Employees Organizatio (CFGEO) reported having ceas operations in November 1972.

BANK OF CANADA VIEWPOINT ON PRICES PRODUCTIVITY AND EMPLOYMENT

The report describes Canada's inflation rate as "disquieting," but it suggests that **unemployment may not be as bad as statistics seem to indicate.** New data on job vacancies and numerous reports from employers who had difficulty finding workers to fill available jobs suggest that "some new element has been affecting the situation ... Changing income maintenance arrangements may be tending to increase the number of those who are reported as remaining in the labour force but who want jobs only from time to time, and may be lessening the urgency with which others seek re-employment."

The report warns that additional measures to stimulate the economy could lead to dangerous inflation. There is "a risk that at a later stage of the expansion, agg gate demand may grow t strongly and cause general mand pressure on prices and co to develop. As the expansion p ceeds, it will be important guard against this danger. In C ada, as in other countries, there already a certain amount of 'bu in' inflation, and this will not easy to reduce, even over a co siderable period of time. It wou

unfortunate indeed if, instead, underlying rate of inflation e to be ratcheted up yet an- er notch.

spite the degree of under- zation of resources, the rate of e increase showed unmista- le signs of acceleration in ," the report continues. **"The pest rise occurred in food es,** which are always subject to vagaries of weather and other ors affecting world supply and nand. **This poses a serious at to wage and price behav- generally,** because of its ked impact on the cost of liv- particularly of lower-income ups ... In January 1973, the d component of the Consumer e Index was 10 per cent higher n a year earlier—the largest in- se for many years."

d prices were affected by a de- e in agricultural production ause of bad weather, and by a eral imbalance between sup- and demand in world markets many basic agricultural prod- . A worldwide shortage of , for instance, pushed retail t prices up by about 10 per , while the price of pork rose 5 per cent.

prices of other important modities, including lumber, l, hides and petroleum prod- also moved up considerably. higher cost of lumber in- sed the price of residential ding materials by about 15 per last year.

"The pattern of activity in the rest of the economy during the year was quite uneven, mainly because of major work stoppages that dislocated production and trade ... The number of man-days lost through labour disputes was close to 8,000,000—a new record, and over 2½ times the figure for 1971."

Both profits and labour costs increased substantially in 1972, the report observes. "Productivity gains appear to have been moderate, however, while income per worker continued to rise strongly. New wage settlements under collective bargaining (excluding construction) again provided for average annual increases in earnings of more than 7.5 per cent. In manufacturing, the figure was closer to 9 per cent." The report emphasizes that **"increases in incomes have continued to exceed the average gain in productivity** by a margin that is inconsistent with what has generally been regarded in the past as a satisfactory price performance."

G.S.

DOES CANADA NEED WAGE AND PRICE CONTROLS?

There is widespread concern over the continued rapid rise in the cost of living, and speculation that the Government may abandon its present methods for combatting inflation and adopt some form of mandatory wage and price controls.

The Canadian Labour Congress remains firmly opposed to such measures, saying that "no sane government, with even the remotest of survival instincts, could possibly contemplate their use." **But a number of respected economists, notably John Kenneth Galbraith, John Young and Edward P. Neufeld, believe that the Government has no choice.** They argue that monetary and fiscal restraints—the only other solutions barring voluntary controls—would simply depress the economy, curb spending, reduce demand and lead to higher levels of unemployment.

Galbraith believes that the recent reduction in the United States inflation rate was the direct result of compulsory wage and price controls in that country, especially in view of the continuation of expansive fiscal and monetary policies. The mandatory controls of Phase 2 have now given way to the voluntary controls of Phase 3, but during the period in which Phase 2 and its predecessor, the 90-day freeze, were operative, the rate of inflation declined to a relatively modest 3 per cent. In Britain, Prime Minister Edward Heath decided to fight the shrinking pound by adopting President Nixon's Phases 1 and 2.

Robert M. MacIntosh, Executive Vice-President of the Bank of Nova Scotia, suggests that **controls, if enacted, would be "more an exercise in psychology" than an effective influence in the market place.** He remarked recently that a psychological weapon might be just what the economy needs "to change attitudes and expectations about prices to get us off this escalator."

Some economists oppose wage and price curbs on the grounds that they would be **far more effective for prices than for wages.** Bruce Whitestone, a businessman and former economist with the Commons finance committee, argues that, with the unions in a strong position, it would be naive for anyone to think that a wage freeze would really stick. Even if business were prepared to make the sacrifice, he sees little likelihood that labour would go along with the idea. "Inevitably, wages would go up faster than selling prices," he contends, and "profits would be caught in the middle."

Other financial experts argue t **wages may be controllable that many prices are not.** Imp prices, for instance, are rising cause of inflation abroad and cause of currency revaluations number of countries that expo Canada.

The Canadian Manufacturers' sociation has rejected the ide long-term controls on wages prices as a solution to the prob of inflation, but it has said manufacturers would accept t porary controls as a "short-run pedient, despite their very shortcomings and dangers."

The Association contends wage-price controls "would ther disrupt the market syst and would treat only the sy toms, not the major causes o flation—labour costs and h government expenditure.

In a brief submitted recently to special Commons committee food prices, the CMA rejecte guments that excessive com profits are the main cause of i tion; and it called for a mo rium on the "excessive growth government spending, and sions in labour law to restore equitable balance" between h powers of labour and mar ment.

The brief said that changes in labour law have shifted the balance in collective bargaining power to the unions, thereby increasing their power to strike and to exact settlements "unrelated to market conditions." Consequently, wages and salaries in Canadian manufacturing "have risen much more rapidly than in the U.S., our major competitor, and this has had an inflationary impact on the economy."

The brief conceded that company profits have been rising recently, but said that this is normal in a business-cycle upswing and is "a readjustment from the dangerously low profits" of 1970. "The current recovery represents a much needed readjustment if new capital investment is to be forthcoming."

The CMA believes that temporary wage and price controls would be justified only if Canada's rate of inflation increased to a point where it was so much higher than the rates of Canada's foreign competitors that it created a demonstrable "national emergency." Even then, the purpose of such controls should be to impose a "national moratorium" on inflationary pressures while other measures are being implemented to attack the "real" causes of inflation. They must also be supported by organized labour and by provincial and municipal governments, the brief declared.

The CMA contends that, in 1970, manufacturers generally co-operated with a government appeal for voluntary price restraint, but that organized labour and the provinces gave it very little support.

While agreeing that inflation hurts Canadian families, the Government is caught in a cruel dilemma: How to pursue an expansionary policy aimed at stimulating the economy and alleviating unemployment without setting off

another round of inflationary pressures? The Government has chosen to pursue a moderately expansionary policy while attempting to fight inflation by trimming personal income tax, lowering taxes on a wide range of consumer goods, and appealing to all Canadians to be "reasonable and moderate in their income expectations and demands."

Finance Minister John Turner said that the sales tax and customs revisions in the new budget will cost the federal treasury $190 million in lost revenue, but they will help to dampen inflation by reducing prices on hundreds of items. Commodity tax cuts include: exemption of food products and non-alcoholic beverages from the 12 per cent federal sales tax; removal of the federal sales tax on children's clothing; elimination of the 10 per cent special excise tax on toilet articles and cosmetics; and tariff cuts on about $1.3 billion worth of imported consumer goods. These tariff reductions—averaging 5 per cent—will affect out-of-season fruits and vegetables, pharmaceuticals, and a wide range of household items. Turner urged producers and distributors to pass the savings on to consumers.

He emphasized that, "If we are to moderate the rise in the cost of living, then **we must also moderate the rise in the cost of producing the goods and services that consumers buy."** It is axiomatic that wage and benefit increases without matching gains in productivity simply inflate prices and adversely affect the standard of living of all Canadians. Economists say an annual 10.9 per cent increase in wages and salaries (the rate in 1972) would condemn the nation to an annual increase of at least 5.5 per cent in prices if productivity grew by only 3 per cent as it did last year.

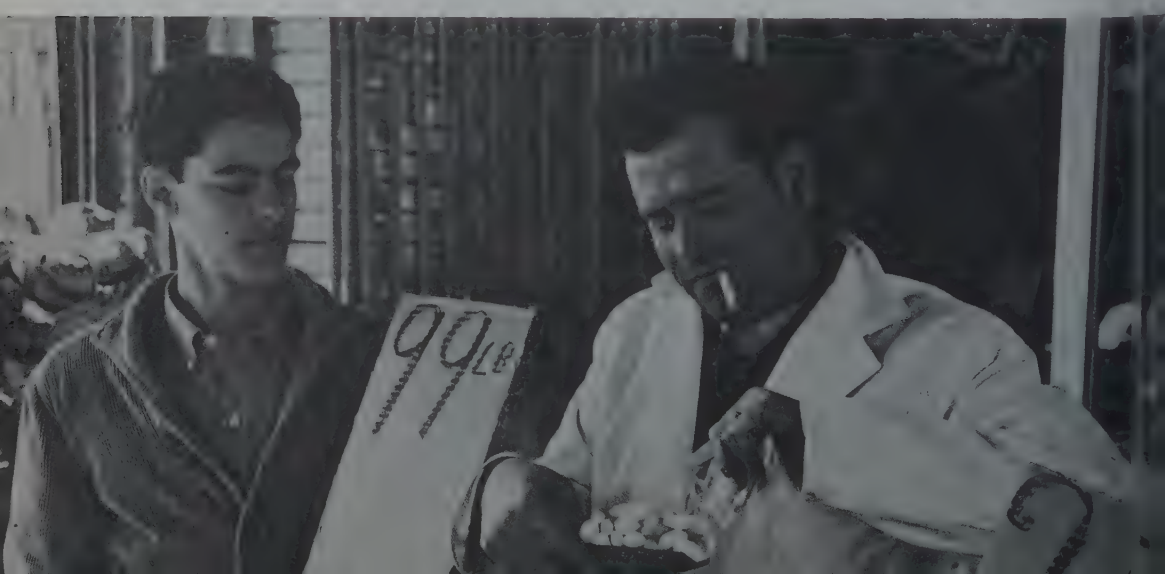
Turner said that the tax reductions in the budget are designed to enable workers to moderate their wage demands and still keep up with the cost of living. He appealed to union members and their leaders to take their new tax reductions into account before entering negotiations.

To what extent will organized labour go along with this idea, thus helping to avert the imposition of a wage and price freeze? In its 62-page annual submission to the federal Cabinet, the Canadian Labour Congress spotlighted unemployment as the "No. 1 national problem," but did not mention the matter that most concerns the lowest-income, least protected persons in our society—rising prices.

Assuming that inflation will continue unabated, **unions are in a position to push for wage gains that will cushion their members against the impact of rising prices and** provide a real gain in living standards, too. The unorganized (who make up the majority of workers in Canada), the pensioners and the poor, however, must depend entirely on public policy action for protection from increased living costs.

Ironically, cushions against inflation for individuals frequently become spurs to inflation for society. The more effective the cushions, the more they are likely to boost the inflation rate. Consequently, a need exists not only to dampen the inflation rate but to reduce the level of inflationary expectations.

If inflation persists at present levels, and if the Canadian Government decides to adopt the Nixon formula, it will do so not because a wage and price freeze is certain to work for Canada, but because there may be no feasible alternative.



THE TRIAL OF STRENGTH BETWEEN GOVERNMENT AND UNIONS IN BRITAIN

very difficult political and industrial period lies ahead for Britain as Phase 2 of the Government's prices and incomes program begins.

abour unrest assumed crisis proportions this past winter as strikes spread throughout the country, and it is feared that further disruptions may damage the national economy. Most of the strikers believed they had been treated unfairly because other groups of workers were able to rush through wage increases in a few days before the freeze came down in November. The electricity workers then got ahead of the gas workers, the dustmen ahead of the hospital porters, and British Leyland workers ahead of Ford and Vauxhall workers. Public service employees were annoyed because everyone else got ahead of them.

The strike of the gas workers caused thousands of factories to shut down or curtail operations. People shivered in their homes, schools closed, and housewives had trouble with their cooking as gas supplies fell to a critical level. The train drivers' strike disrupted railway and subway services. Strikes were called also by customs officials and other public service employees, by teachers, and by non-medical hospital staff—all of which actions were previously unheard of in Britain.

The running battle between the Government and the unions is being fought over the ceiling that limits wage increases to a maximum annual rate of 8 per cent—well below the 15 per cent average of the past year, but approximately twice the expected national increase in productivity.

The Government has promised to review the wage situation this fall, but until then, no settlement for any group of workers will be permitted to exceed $2.50 a week plus 4 per cent of basic weekly salary up to a maximum annual increase of approximately $600. The formula is designed to provide proportionately better increases for lower-paid workers.

Two new agencies—a Prices Commission and a Pay Board—have been established to regulate prices, pay, dividends and rents for a three-year period.

To keep prices down, strict controls are being applied at all stages of production and distribution. Price increases by manufacturers will be permitted only if they reflect unavoidable cost increases, but only 50 per cent of even legal wage raises can be passed on in higher prices. Dividend increases will be limited to 5 per cent a year, while profit margins will not be allowed to exceed the average level in the best two of the past five years. If they do, the Government will insist on price reductions.

Organized labour is embittered, however, over the loopholes in the price code exempting fresh and imported food from controls. Food prices have escalated dramatically in Britain since the freeze began. The Government argues that food—half of which is imported—and other imported commodities are impossible to control completely. It is therefore likely that the biggest price increases in the next six months will not come from firms passing on higher wages, but from those trying to catch up with the massive leap in the cost of imported raw materials.

Although Prime Minister Edward Heath is concerned over spreading industrial unrest, he has made it clear that the Government will not yield to counter-pressures from the unions. He says that **the fight against inflation is "a battle on which the whole future of the nation depends."**

In the White Paper announcing details of Phase 2 of the prices and incomes policy, the Government describes rising prices as "the biggest single threat to prosperity and to the improvement of our standard of living." It warns that "the fight against inflation [which was running at more than 10 per cent in 1972] will continue for a long

time to come." Britain's economic plight before the freeze was evident in the disastrous year-end sag in exports that resulted in a $517,000,000 trade deficit in the final quarter, compared with a $179,000,000 surplus in the same period in 1971.

The annual spring budget—greeted with disdain by the unions—has heightened doubts about where Britain is going. Increased welfare benefits, $295 million in tax concessions (almost all from value-added tax), and a new share-ownership scheme to help workers buy company stock have done nothing to clear the industrial atmosphere.

The primary objective of the budget, however, is more rapid economic growth (5 per cent annually in real terms) through massive state spending. But for this to be possible, the Government has had to resort to deficit financing on a record scale, borrowing $11 billion.

No one knows what is going to happen in the end. The Government has tacitly acknowledged that it is engaged in a bit of a gamble. The balance of payments remains weak, imports are risi and exports are still not go enough. There is an uneasy feeli among most orthodox econ mists, and many politicians t that the big balloon of industr expansion could burst befo long.

The nation's labour problems a to the risks that the Governmer policies could fail because of different industrial performan The Government, which belie public opinion is on its side, hoping that it can hold its own the present trial of strength a put the economy right.

50 YEARS AGO

The founding of an organization known as the Union of Intellectual Workers, with headquarters at Zehlendorf, near Berlin, Germany, and the report of a special committee appointed by the U.S. Secretary of Commerce, to investigate unemployment and business cycles, were described in the May 1923 issue of The Labour Gazette.

movement for the organization intellectual workers was making ogress in Germany in May 1923. ior to that, the only central orga- zation of intellectual workers as the Federation of Non-Man- l Workers' Union. This union -operated with the manual orkers' unions and believed that intellectual workers were em- oyees and should be organized such. A new organization was unded, the Union of Intellectual orkers, whose headquarters ere at Zehlendorf, near Berlin. e president of the Berlin Law- rs' Association had also initiated movement with a view to the unding of a League of Intellec- al Workers. These efforts indi- ted a tendency toward the con- ntration of intellectual orkers—a concentration similar that which had recently ap- ared in some other countries— rticularly in England and Italy.

■ An exhaustive investigation into the whole problem of unemployment and of business stabilization methods to prevent the suffering caused by trade depression, was proposed at a conference called by President Harding in Washington in September 1921. In accordance with this proposal, a committee on unemployment and business cycles was appointed in 1923 by Herbert Hoover, U.S. Secretary of Commerce, to undertake this investigation. In its report, **Business Cycles and Unemployment,** the committee used the term "business cycles" to describe the series of changes in business conditions "[that] are characterized by an upward movement toward a boom, followed by a downward movement into depression."

Several reasons were suggested for the upward and downward movement of business, but the general opinion was that the influences that caused the business cycle were conditions within business itself. The problem that the committee was asked to analyse was the possible prevention of widespread unemployment through the control of extreme fluctuations of the business cycle.

"... In the opinion of the committee there should be a further development of special research into economic forces, business currents and broad questions of economic method [that] should be carried on continuously by government bureaus ...

"The committee recommended the partial control of periods of expansion through the cessation and postponement of construction by the Government, railroads, public utilities and private owners in boom periods when prices are high, until a period of depression when prices are low and employment slack. Individual businessmen and corporations should consider the business cycle far more than they do in planning their constructive work. Reserves built up in periods of high earnings and expansion are then spent for construction during periods of depression. This policy would tend to keep low the ratio of fixed assessment to productive capacity to the great advantage of industry.

"In discussing the provision of reserve funds accumulated during periods of prosperity to help sustain workers when unemployed in periods of depression, the committee stated that experimentation along these lines had been scanty in the United States, being confined largely to trade unions and to individual efforts of a few firms. Because of the large expense, it appeared fundamental to the success of such experiments that cyclical unemployment should be reduced to its minimum before any general relief measures were attempted."

A ONE-MAN CRUSADE

Andre Laurin, an official of the Confederation of National Trade Unions (CNTU) and well known for his interest in and dedication to the cause of consumer protection, is the founder-president of a revolutionary new type of credit union that pays no interest on deposits, but works to provide its members with the necessities of life at minimal cost.

Andre Laurin

Laurin believes that our whole economic system is designed to act like a pump that siphons off the meagre savings of the low and medium wage earner while piling goodies into the arms of those controlling production and profit.

The answer is "the creation of collective or social wealth to the detriment of private enrichment." In other words, **keep the purchasing power in the hands of those who can make the most use of it, and out of the hands of those who stash it away.**

This is being attempted now through La Caisse d'Economie des Travailleurs Réunis (The United Workers' Saving Union), which, although operating less than two years, already has $600,000 in assets. With this kind of money, it has no trouble offering its members such services as fire insurance at half price, car insurance at 30 per cent below normal individual rates, tires at half price, and accommodation for the whole family in a holiday village at $5 a week, with a subsidized co-operative food counter on the grounds.

If its present rate of growth continues—and all predictions seem to point heavily that way—the Travailleurs Réunis movement will branch out into financing self-managed co-operative businesses and industries.

"Our aim," Laurin says, "is to build a truly just society in which all man's needs, from the cradle to the grave, can be satisfied without any recourse to such notions as speculation, interest and gain."

This near state of Utopia is not only possible, he thinks, but is the only way to survive economically in a world where the big stakes go to the few and the majority barely subsist. Hardest hit is the low a medium wage earner whom L rin defines respectively as mak less than $11,000 and less th $17,000 a year. Inflation, he av takes a large chunk of salary creases, and interest received any small savings "is an illus and a myth."

A man who earns $17,000 a y with a wife and four children, L rin says, may possibly be able save $700 a year—if he's very luc "At 8 per cent interest, that wo bring him $56 a year, but ta take away half of that and so really $28. What can you do w $28?"

Growing young families who d perately need space to live a breath and develop, but are forc into substandard housing t consumes most of their sm earnings, will rejoice in the cre union's plans to let them have terest-free mortgages so that th can buy a $20,000 house in a ho ing co-operative for $84 a mon by-passing the 9½ per cent inter charges that would have brou the cost up to $186.40.

The credit union will purchase land and build the homes, pay cash. Each community will con of a minimum of 17 and a m imum of 50 homes, the num Laurin believes is most amena to developing a co-operat spirit. Prospective "home-owne will then make monthly "m gage" payments, without inter for a period of 20 years, a which they will no longer h any payments to make. E member of the co-operative, a 20 years, becomes "owner" of home in the sense that it is hi long as he lives, and that he leave it to direct heirs. But no can sell his home; it remains so property forever.

Anyone leaving before the 20-year mortgage period was up would not be reimbursed except for any improvement he might have made to the house. The new "owner" coming in would continue mortgage payments until the original 20-year term was up. No one really loses in the deal, Laurin says. If a person left after 10 years he would have saved $12,000 in interest rates and would have had the pleasure of home-ownership at a very reasonable cost.

Every care will be taken to guard against the community's becoming a slum ghetto. "Our aim is not to encourage people to live as parasites of society, but to help those who may be on welfare to play a useful role in society again." This will be done by ensuring that there is a mixed population in every community. In a 50-home co-operative, there will be at least three university graduates, seven semi-professional, technical college graduates such as laboratory technicians and nurses, 35 average wage earners and perhaps five persons on welfare.

Each community will have nurseries, a social club, a handycraft workshop, and other social services.

Laurin became known for his interest in social problems when he launched a study of family debt for the CNTU in the Lac St-Jean area, north of Québec City. This culminated in a weekly TV program that exposed interest rate abuses by finance companies and buy-now-pay-later plans. Under his direction, nine problem-solving offices were opened that within a year pulled 10,000 families out of a morass of debt and despair.

The Associations Co-opératives d'Economie Familiale (ACEFS), came into being with his help in 1965, and their many offices throughout the province are still active in the fight for consumer protection. In the past 10 years the family budget offices and the ACEFS have lost only one of the 480 court actions against finance companies and stores dealing in exorbitant interest rates and fraudulent contracts.

Laurin took leave of absence to study "co-operative economy" at Ecole Pratique des Hautes Etudes in Paris, France and carried out field work in Yugoslavia at the Slovenia Workers' Committee in Ljubljana, but when he returned to Canada in 1966 his ideas on having no-interest savings unions were given less than an enthusiastic reception by the CNTU executive. The credit union movement was already well established throughout Québec factories and businesses, with the usual current interest rates paid and charged.

The CNTU's main objections to the Laurin plan was that it was "too idealistic" and they very much doubted if Québec workers,

long noted for their rugged individualism, would be willing to place their money in a common bucket without expecting interest in return. But the CNTU by October 1969 decided to go along with the plan, and a publicity program was launched to prepare workers psychologically for the experiment in no-credit unions.

More than a year later, on February 28, 1971, Laurin held a public meeting to enlist members for the first Caisse d'Economie des Travailleurs Réunis in Québec City. "About 175 people turned up, most of them, I suspect, out of pure curiosity, but at the end of the meeting 60 persons decided to join the caisse and deposit a total of $5,000. By the end of the first month, we had 348 members and $72,811 in deposits."

The pilot Québec caisse today has 3,000 members and $600,000 in assets. Two traditional caisses d'economie in St. Jerome and Joliette, north and northeast of Montreal, decided to switch to the no-interest concept and join the Travailleurs Réunis. A fourth caisse has opened recently in Montreal. Laurin eventually hopes to have 22 caisses throughout Québec, each of them with as many branches as they can create.

The Québec caisse alone is growing at a rate of $70,000 a month, most of it from payroll deductions. Under their latest union contract, all Québec public servants can request a payroll deduction at the employer's expense, and some 60 per cent of Québec labour contracts have this provision. Québecers from all walks of life, Laurin says, are joining the Travailleurs Reunis because they believe in the concept and are attracted by its obvious advantages. The caisse even has several doctors, he adds.

Although the Travailleurs have yet launched any industries their own, they have invested toy-making co-operative that been originally started with a eral local initiatives grant. The terprise is now entirely self- ficient. The Travailleurs in also to provide interest-free l for the expansion of the gro network of Cooprix Co-opera food stores in the province.

At the official opening of the C bec caisse last April, obser from 15 foreign embassies in tawa went to Québec City for ceremony, and several Euro countries since then have bited an interest in the pro Three separate delegations c from France to see how the sy works.

"What we are doing is univers its approach, it's not just s thing for Québec," Laurin "We offer our co-operatio anyone anywhere who want follow our example."

PRICE INDEXES

CONSUMER, JANUARY

The consumer price index (1961=100) advanced 0.8 per cent to 144.5 in January from 143.3 in December 1972. This is the largest increase between these two months since before 1961 and contrasts with an average increase between these two months in the preceding five years of 0.3 per cent.

Between January 1972 and January 1973, the index advanced 5.7 per cent. Food prices, which increased 2.0 per cent, were mainly responsible for the latest month's increase. The level of prices for all items other than food rose 0.4 per cent chiefly because of a 0.8 per cent advance in the housing index. The other components recording increases were tobacco and alcohol 0.4 per cent; health and personal care 0.1 per cent; and recreation and reading 0.1 per cent. Clothing prices declined 0.3 per cent and the transportation index decreased 0.1 per cent.

The food index rose 2.0 per to 150.0 in January from 147 December 1972. This was the est increase recorded betw these two months since b 1961. Since January 1972, the index advanced 10.0 per cent price of food consumed at h 10.3 per cent, and for resta meals, 7.8 per cent. In the month restaurant meal price vanced 1.1 per cent. The level of food consumed at h rose 2.1 per cent mainly i sponse to higher prices for pork, eggs, fresh vegetables milk; all other major foods

rgistered increases. The meat, fish ad poultry index advanced 3.4 r cent, beef prices 5.8 per cent ad pork prices 2.7 per cent. The ultry index rose 0.8 per cent as gher chicken prices outweighed ver quotations for turkey. Since uary 1972, the meat, fish and ultry index advanced more than 1 per cent with pork prices inasing, on average, more than 28 r cent. Between December and uary, egg prices rose 7.8 per ht, 20 per cent above their level a year ago.

Inthe latest month the vegetable index advanced 5.4 per cent as hher prices were registered for st fresh, frozen, and canned rieties. Fruit prices rose 2.0 per nt on average, as increases for sme fresh, canned and frozen itms were partly offset by deches for others. Since January 12, the vegetable index advaced more than 16 per cent and ht for fruit 11 per cent. Between December and January, price increases were recorded for most dry products. Fresh milk rose 3.1 pr cent following increases in mst Ontario cities, and in St. Jon's, Calgary and Edmonton. Th bakery and cereal products ind increased 0.4 per cent as most items priced, including bread, con flakes and cake mix, registered advances. Among other foodstuffs, decreases were recded for ground coffee and peant butter, soup, infants' food and sugar. Increases were recorded for so drinks, jelly powder, jam, tea an instant coffee.

Th **housing index advanced 0.8 pr cent to 148.0 from 146.8 because of an increase of 0.5 per cet in the shelter component and 1. per cent in the household operation index.** The latter increase wa owing to a rise of 3.9 per cent inthe fuel and lighting index, resulting from higher prices for electrity in Toronto, Hamilton, Sault St Marie and Calgary, for domestic gas in Calgary and Vancouver, an for fuel oil in several cities across the country. The rise in the shelter index reflected a 0.7 per cent increase in the home-ownership element. Furniture prices rose 0.4 per cent mainly because of increased quotations for bedroom suites and kitchen sets, and carpet prices advanced 0.3 per cent. Among other household operation items, prices for dishes, detergents, bleaches and floor wax, and wages for household help increased in a number of cities. Between January 1972 and January 1973, the housing index advanced 5.3 per cent.

The clothing index decreased 0.3 per cent to 134.7 from 135.1. This compares with declines of 0.7 per cent between December and January in each of the preceding three years. The decrease in the latest month was mainly because of seasonal sales on a number of items. A 0.9 per cent decrease in the women's wear index was caused by sales on coats, woollen dresses and undergarments, and a decline of 1.1 per cent in the children's wear component resulted mainly from sales on boys' parkas, slacks and sport shirts and girls' winter coats, snowsuits and sweaters. The men's index was unchanged because lower prices for overcoats, ski parkas, business shirts and slacks were offset by higher quotations for most other items—especially sport shirts, socks and underwear. Prices of footwear and piece goods each advanced 0.4 per cent, the former as higher quotations for men's and women's street shoes outweighed reductions for women's snow boots and the latter mainly because of higher prices for woollen dress material. The clothing industry was 3.5 per cent higher than a year ago.

The transportation index declined 0.1 per cent to 133.3 from 133.4 as a decrease in the local transportation element outweighed an increase in the automobile operation component and a seasonal advance in the train fares index. Between January 1972 and January 1973, the transportation index rose 0.8 per cent. The local transportation index decreased 2.3 per cent as a local transit fare reduction in Toronto outweighed some higher local bus fares in Quebec City. An increase of 0.3 per cent in the automobile operation component was mainly due to higher new car prices, scattered increases in gasoline and motor oil quotations; automobile repair charges rose in St. John's.

The health and personal care index rose 0.1 per cent to 151.9 from 151.8 chiefly because of the removal of sale prices on cleansing tissues, razor blades, toilet soap and shaving cream; toothpaste prices were lower because of sales. The index was 3.8 per cent above its level of a year ago.

The recreation and reading index increased 0.1 per cent to 141.5 from 141.4 as a result of higher newspaper subscription rates in Charlottetown and Trois-Rivières, and was 3.7 per cent above its level of a year ago.

The tobacco and alcohol index rose 0.4 per cent to 135.3 from 134.7 because of an increase of 0.9 per cent in alcoholic beverage prices that reflected some increased beer quotations in Quebec and Alberta and higher liquor prices in Newfoundland, Alberta and British Columbia. Since January 1972, the tobacco and alcohol index increased 4.3 per cent.

Consumer price index items, classified by commodities and services, give another view of the incidence of the change in prices.

The services index rose 0.3 per cent between December and January because of higher charges for shelter services and increased wages for household help. The commodities index advanced 1.1 per cent mostly because of the 0.2 per cent increase in food prices. The component for non-durables other than food, rose 0.5 per cent as higher prices for footwear, alcoholic beverages, fuel, electricity and some toiletries and cleaning supplies outweighed reductions for textiles. An increase of 0.4 per cent in durable prices resulted from higher prices for new cars, furniture and carpets. Between January 1972 and January 1973, the total commodities index advanced 5.8 per cent, and the services component increased 5.4 per cent.

CITY CONSUMER, JANUARY

A consumer price index for a particular regional city measures the movements in prices within the specified city Consumer price indexes for regional cities cannot be used to compare levels of prices between cities.

Between December 1972 and January 1973 consumer price indexes rose in all regional cities and city-combinations with increases ranging from 0.4 per cent in Saskatoon-Regina to 1.3 per cent in Thunder Bay. Advances in the food indexes, ranging from 0.5 per cent in St. John's to 3.2 per cent in Toronto, were responsible for the latest month's increase in the city consumer price index. The advance in the food index registered in the 12 cities was mainly due to higher prices for restaurant meals, beef, pork, eggs, fresh vegetables and fresh milk; higher prices for soft drinks, jelly powder and jam were also recorded.

Housing components rose in 9 cities, reflecting increased prices for fuel oil in many cities, electricity (Toronto and Calgary), domestic gas (Calgary and Vancouver), and several home furnishings and household supply items, together with increased wages for household help. Clothing indexes declined in 7 eastern cities mainly because of sales of winter apparel. The transportation indexes advanced in 10 cities because of higher prices for new automobiles and a seasonal increase in the train fares index.

The components for health and personal care rose in 5 cities, declined in 4 and were unchanged in 3. The increases were mainly due to the removal of sale prices on cleansing tissues, razor blades, toilet soap and shaving cream. The tobacco and alcohol indexes rose because of higher alcoholic beverage prices—beer in Quebec and Alberta, and liquor in Newfoundland, Alberta and British Columbia. The components for recreation and reading were unchanged in all of the cities and city-combinations.

Regional consumer price index point changes between December 1972 and January 1973 were, on the base 1961=100: Toronto +1.7 to 139.4; Edmonton-Calgary +1.3 to 137.1; Montreal +1.2 to 134.8; Saint John +1.1 to 134.6; Ottawa +1.1 to 140.2; Halifax +1.0 to 134.6; Vancouver +0.9 to 135.2; St. John's +0.7 to 133.3; Winnipeg +0.7 to 137.5; Saskatoon-Regina +0.5 to 131.3. On the base 1969=100: Thunder Bay +1.4 to 110.9; Quebec City +1.2 to 109.6.

City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movement occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only; changes in boths rents and home ownership costs are included in the Canada index.

As a result of home ownership costs having increased more rapidly than rents, the housing and all-items indexes for cities un estimate somewhat the rates price increases, particularly longer periods. Plans are b made by Statistics Canada to corporate home ownership pr in city indexes.

WHOLESALE, JANUARY

The general wholesale in (1935-39=100) advanced 2.5 cent in January 1973 to 336.4 the revised December 1972 in of 328.3. It was 12.3 per higher than the January 1972 in of 299.6. All eight major ind were higher.

The animal products group in rose 3.3 per cent to 405.2 392.2 reflecting price increase livestock, fresh and cured m boots and shoes, fishery prod and fresh milk. Higher prices worsted yarns, cotton knit go raw cotton, cotton fabrics, domestic and imported raw were mainly responsible for a of 3.0 per cent to 291.6 from in the textiles products grou dex. The vegetable products g index moved 2.7 per cent high 288.4 from the revised Decer index of 280.7 on price incre for unmanufactured toba grains, potatoes, livestock poultry feeds, and sugar an products. The wood prod group index moved up 2.3 cent to 477.2 on higher price fir, cedar and spruce. Price creases registered for petrol and its products resulted in an vance of 2.3 per cent in the metallic mineral products g index to 240.9 from 235.4. A crease of 2.2 per cent to 278.3 272.3 in the non-ferrous m products group index refle higher prices for copper, silver zinc. The iron products grou dex moved up 1.5 per cen price increases for rolling products and scrap iron and s The chemical products grou dex edged up to 250.5 from 24

NEWS BRIEFS

■ **A call for the formation of fully representative, industry-wide labour and management bodies followed the first national joint conference, in Ottawa, of AFL-CLC building trades unions and construction employers associations.**

Similar joint meetings on a provincial basis were judged necessary to deal immediately with the issues raised at the conference. Failure to have provincial meetings would nullify any gains made at the national conference, according to G. H. Durocher, Director of Labour Relations for the Canadian Construction Association. Effective action to better the industrial relations climate in construction can only be taken at the provincial level and below, where bargaining actually takes place.

Greater employer-employee co-operation was also urged, as reflected in one recommendation that "negotiations this year should be resolved without work stoppages." The number of days lost because of industrial disagreements, combined with an unusually large number of contracts coming up for negotiation this spring, has increased the desire for settlements without work stoppages.

Other developments, too, have brought both sides to reconsider their positions. New bargaining mechanisms developed by employers encourage employers and employees to co-ordinate and unify their bargaining objectives. When talks break down in such units, the resulting work stoppage affects not just one trade but the construction in an entire region.

Also worrisome to unions and contractors that use unionized labour is the rising trend toward the use of non-union or industrial union workers on construction projects. Both of these alternative labour sources are alleged to be cheaper and more flexible than are the members of the building trades unions.

Beside aiming for fewer work stoppages and the setting up of provincial and national bodies, the conference concluded that it would work toward bringing stability and continuity in construction employment opportunities by attempting to reduce cyclical and seasonal fluctuations in the demand for construction, and improving communications between labour and management at all levels.

The importance of construction in Canada is underlined by the fact that it represents about 18 per cent of the gross national product, or $16.5 billion. Approximately 13,000 employers and 300,000 workers in building trades unions are employed in the construction industry.

Owen B. Shime

■ **A new contract for Canadian postal workers was agreed to on January 24 by negotiators representing the Council of Postal Unions and Treasury Board.** Union members ratified the agreement in a vote concluded February 15, with 73 per cent of full-time employees and 66 per cent of part-time employees in favour of the settlement terms. Ballots were cast by 24,000 of the 30,000 union members. The final agreement, signed March 5, covers a 33-month period from March 27, 1972 to December 31, 1973.

The confirmation vote concluded negotiations that had been started as early as February 10, 1972. A conciliation board, headed by Owen B. Shime, Vice-Chairman of the Ontario Labour Relations Board, presented recommendations to the Public Service Staff Relations Board on December 14 in the form of a majority and a minority report. The majority report

was signed by Shime and labour representative William Walsh, while employer nominee B. H. Stewart submitted a dissenting minority report.

One key proposal in the majority report was that "the introduction of change and technological change is a matter of mutual interest and, accordingly, the employer and the Council of Postal Unions agree to forthwith establish a union-management manpower committee composed of 4 representatives of the Council, 4 representatives of the employer, and an independent advisor to assist in the work of the committee and its deliberations." The board would have authority to discuss such matters as technological change, job descriptions, wage, hours of work, use of casual or part-time employees, dispersion of the postal coding machine, and deployment of the work force.

Other parts of the majority report committed the employer to "take special measures to protect the wages of full-time employees directly affected by any wide-range restructuring of jobs," as well as introducing a new pay-scale that would raise wages for postal clerks from $3.69 to $4.34 an hour and from $3.54 to $4.19 an hour for letter carriers.

Shime singled out Public Service Staff Relations Act restrictions on job security and job classifications—considered non-negotiable issues—to be a major block in negotiations and adding to the already bad labour-management relations in the Post Office. Because both these issues were of major concern to employees, and both had been excluded as bargaining issues, little progress had been made in the 56 negotiating sessions before the establishment of the conciliation board.

Following presentation of the conciliation report, union members voted January 7 on whether to accept the terms of the majority report as a basis for settlement. The membership, in a close vote, approved the majority report despite the recommendations of the council's negotiating committee that the terms be rejected. The federal Government gave endorsation to the majority report on January 15, and negotiations resumed.

The January 24 contract signing came only after several breakdowns in negotiations had resulted in wildcat walkouts by workers in Toronto, Vancouver, and other cities. Settlement was made possible when negotiators agreed to include changes in job classifications under the authority of the joint labour-management manpower committee. The vote by the postal unions' general membership, completed February 15, gave approval for signing of the final contract, removing the threat of a legal strike that became possible 7 days after the conciliation board presented its report.

■ **The most comprehensive program for the promotion of the health and safety of persons in the mineral industry in Canada is being implemented by the Government of Saskatchewan.**

Provincial Labour Minister Gordon Snyder and Minister of Mineral Resources Kim Thorson recently announced details of the program. The Occupational Health and Safety Division of the Labour Department will provide safety inspection services to ensure the health and safety of mine employees who work with machinery, other equipment and explosives. The health and safety team includes medical staff, occupational hygienists, a toxicologist and inspectors.

The responsibility for the safety mines under The Mines Re lations Act, formerly with the partment of Mineral Resour was transferred to the Occupa nal Health and Safety Divisior the Labour Department on Apr 1973.

■ **Québec's Bill 89 "assuring welfare of the population in event of a labour dispute"** was bled in the Québec National sembly by the Minister of Lab and Manpower, Jean Courno and, after first reading, **has b referred to the members of Parliamentary Committee study.** As a result of the impris ment of the leaders of the cer labour congresses and of the r sal of their central labour c gresses to work with the c mittee, the latter will probably be able to begin its study of bill before autumn.

Unions strongly objected to bill; the CNTU, in particular, refused to submit its observat to the Parliamentary Committe felt that "the very principle of bill was wrong" and that it sh be withdrawn. M. Dalpé, spo man for the CNTU, has stated the bill "will harden stands will not reach its objective, w creating much bitterness." As the CEQ—it finds the bill mogogic" and calls it a "pre-e tion scheme;" the Provincial A ciation of Protestant Teac expressed the opinion that the would take the right to strike a from 80,000 teachers, as the ernment reserved the right to fine essential services "unil ally." On the other hand, Management Council endc the bill.

■ **Workers from 6 Toronto area hospitals have affiliated with the Confederation of National Trade Unions.** The 2,100 workers, formerly members of the Canadian Union of General Employees, joined the CNTU when CUGE formally affiliated with the Fédération des Service, a CNTU component. The workers are employees of Hillcrest Convalescent Hospital, Ontario Crippled Children's Centre, Queen Elizabeth Hospital, Salvation Army Grace Hospital, North York General Hospital, and Toronto Western Hospital. Addition of the Toronto hospital workers brings CNTU membership outside Québec to 4,000. Membership within Québec is about 165,000.

■ **Food shortages in the face of rising demand are to blame for higher food prices,** the Canadian Labour Congress told a meeting of the special House of Commons committee on food prices. The CLC's 10-page brief to the committee urged the Government to ensure an adequate supply of food in future by undertaking "new initiatives to infuse the (agricultural) industry with adequate labour and capital so that it may return to previous rates of increase in productivity."

The Congress said also that "it should not be overlooked that **market power exercised by processors and retailers may well generate additional distorting effects on price levels."** The brief urged the committee to investigate the degree of competition in the food industry, and called for the passage of tough legislation to ensure that consumers buy food in a free market at the lowest possible prices.

The CLC's submission came under heavy fire from the committee, however, for making **no mention of labour costs as an important factor in higher prices.** The brief did not cite any statistics on wage rates and trends in the food industry, nor did it attack charges made by previous briefs that wages were largely responsible for higher food prices.

According to Statistics Canada, food prices have risen 51.6 per cent since 1961, while industrial wages have almost doubled from $78.24 to more than $153 a week on the average.

Though about 200,000 Canadians depend on the food industry for a living, the CLC did not supply the committee with any data on the percentage of industry employees who are unionized.

The Congress argued that it would have taken a 50-page brief to provide all the information the committee required.

■ **Canada's major food processors blame rising food costs on crop shortages and high wages.** In their brief to the special House of Commons committee on food prices, the Grocery Products Manufacturers of Canada contended that they have offset rising labour costs by improving the efficiency of their operations, but that there "is no way to increase productivity to a point where rising labour costs can be fully offset."

The brief added that wages in manufacturing have increased by 57 per cent over the past five years, compared with a 25.8 per cent increase in prices.

The food processors association suggested that the federal Government consider "income guarantees" rather than wage and price controls as a means of coping with food prices. It argued that controls would merely "distort" the market, and that "suppressed inflation" would erupt as soon as the controls were removed.

■ **The Public Service Commission has begun to investigate complaints of alleged discrimination on the grounds of sex, race, national origin, colour or religion against workers covered under the Public Service Employment Act.** The Fair Employment Practices Act, administered by the federal Department of Labour, does not cover the public service. Consequently, the Commission was assigned investigatory duties by an order in council under authority of Sec. 5(f) of the Public Service Employment Act; an autonomous investigation branch has been established to examine cases of alleged discrimination using any procedure it considers necessary.

The new branch will process complaints from all sectors of the public service except those received from members of the Commission itself. Appeals alleging discrimination will first be referred to the Commission's Appeals Branch. If necessary, the Investigation Branch can be called on to investigate and report on the case, and the Appeal Board can render its decision on the basis of collected evidence.

■ **The "brain drain" of Canadian professionals to the United States is currently at a low level but will soon increase,** according to the Technical Service Council of Canada, a Toronto-based placement service. The industry-sponsored TSC, formed in 1927 specifically to keep professionals in Canada, reports that its quarterly survey of 1,400 companies showed that professionals jobs increased 8.5 per cent in the last quarter of 1972, compared with the same period in 1971.

Joseph Gledhill, regional director of the TSC's Executive Division predicts that the upturn is "expected to continue during 1973. Junior and intermediate sales engineers with experience are in short supply. Other shortages are likely to develop, even though some executives and professionals are having trouble securing positions."

There is a sharply increased demand for mechanical draftsmen, field engineers and construction superintendents. Occupations in strongest demand include general accountants, cost accountants, controllers, personnel managers, municipal engineers, industrial engineers, computer programmers, systems analysts, plant managers and foremen. The TSC reports that "one Ontario manufacturer is planning to recruit draftsmen in Europe, having spent several thousand dollars in unsuccessful attempts to hire in Canada."

The recent upturn in the economy has improved opportunities for young engineers, and many 1972 engineering graduates have now been placed; however, opportunities are limited for junior electrical engineers, junior civil engineers, civil draftsmen, civil technologists, tool designers, and operations researchers.

Among those who emigrated from Canada recently were 142 accountants, 99 chemists, 400 engineers, 81 designers and draftsmen, 776 nurses and 439 doctors and surgeons. Doctors and nurses and associated medical workers are now the only groups accepted without previous assurance of a job. Those Canadians who have been approved by the U.S. Department of Labor face a 19- to 20-month wait before getting into the U.S. This has discouraged many prospective American employers from sponsoring Canadians, but there is now a bill before Congress that would allow 40,000 Canadian immigrants a year; if approved, this would virtually eliminate the backlog of immigrants. The elimination of conscription is predicted as another factor that will encourage an increase in the brain drain.

■ Statistics Canada reports that total labour income in 1972 was an estimated $56.85 billion—up 10.9 per cent over the previous year. Wages and salaries in manufacturing advanced 8.4 per cent in 1972 and those in the service industries by 12 per cent. Inflation, however, reduced purchasing power by about 5.5 per cent last year.

■ **Noise is the leading industrial problem in Alberta,** according to Dr. C. R. May, Director of Industrial Health Services for the Alberta Health Department. Addressing a government-industry safety seminar, he estimated t 7,000 workers in the province w partially deaf because of indust noise and that 700 more work are affected each year. He adc that the problem is not a new o and was first written about 1820. "That is 150 years ago, a we still haven't done anyth about it," he said.

Radiation was also singled out an industrial danger causing "appalling rate" of health pr lems. "Many persons working w radiation are over-exposed, i properly supervised, and work long hours under poor con tions," May claimed, but the f that radiation is a federally-c trolled field makes it difficult Alberta to exercise the con needed. May concluded that cupational diseases are increas in Alberta's industries, but that number of people capable dealing with the problem is maining static. He said that c two industries out of the pr ince's 2,000 are succeeding in l ering occupational disease rate

■ **A total of 998,593 worl were employed through refe by Canada Manpower Centre 1972,** the highest total in any since establishment of the Dep ment of Manpower and Immi tion in 1966. This record represe an increase of 24.7 per cent c 1971 and 55 per cent over 1970. additional 291,275 man-days short-term or casual work w provided for CMC clients du 1972, and 328,000 clients w placed in federally sponso training courses, an increase 2,000 since 1971. A rec 1,300,000 job vacancies were li by employers with Manpo Centres during the year, a 25 cent increase over the 1,100 job orders placed in 1971.

"Many of those outside the labour movement have a very narrow and somewhat prejudiced image of a person described as a trade unionist," according to Ed Osgrove, Public Relations Director of the Ontario Federation of Labour. A 20-minute colour film, soon to be released, is expected to update the public's conception of the trade unionist. The film, titled "The Trade Unionist—A Conflict of Images," written and directed by Osgrove, is being produced by the OFL and Canadian Breweries, which has contributed $10,000 to production costs.

OFL President David Archer said that the film is designed to help dispel some of the "prejudices toward unions" that are held by many non-organized wage earners in Canada who would benefit from affiliation with a trade union.

In 1971, 84.6 per cent of all single women in the population aged 25 to 34 were in the labour force; 46.8 per cent of all married women aged 20 to 24 in the population were also in the labour force.

In 1971, there were 878,000 women employed in clerical occupations, representing 72.1 per cent of all persons so employed.

In 1971, 1.63 per cent of women in the full-time employed labour force were absent from work because of illness for the whole of a particular week; the percentage of men in the full-time employed labour force who were absent from work because of illness for the whole of a particular week was 1.8 per cent.

These figures are contained in the latest edition of the booklet, "Women in the Labour Force 1971: Facts and Figures," an annual bilingual publication of the Women's Bureau of the Canada Department of Labour.

This edition contains a list of international instruments and federal and provincial legislation related to the status of women. It is the first time that the book has carried such a listing. What it reveals is that most of the Canadian legislation has been passed in the last 10 years, and a surprisingly high proportion in the last four years that the booklet deals with.

The booklet is divided into five parts, the fifth of which gives information on legislation and instruments. Part I contains annual averages such as ages and marital status of the labour force. Part II is "Miscellaneous Data on Women in the Labour Force," and deals with the rate of unemployment by age and marital status. It also lists the members of private pensions plans. Part III is titled, "Earnings of Men and Women in Selected Areas," and Part IV, "Teachers and Principals in Elementary and Secondary Schools."

The booklet is available from the Women's Bureau, Canada Department of Labour, Ottawa.

The British Columbia Labour Relations Board has ruled that the Canadian Workers Union is not a trade union within the meaning of the province's Labour Relations Act. The Board rejected an application by the fledgling union for a certification vote among 3,600 employees of Cominco Ltd. who are represented by the United Steelworkers of America.

The Canadian group had applied as a national union, but British Columbia labour law provides for certification of a trade union only on a local or provincial basis. The ruling is seen as a setback for the movement to replace international unions with all-Canadian unions.

General Hourly Minimum Wage Rates for Adult Workers (as of January 1, 1973)

Federal	$1.90 an hour
Alberta	$1.75 an hour
British Columbia	$2.00 an hour. ($2.25 an hour from December 3, 1973; $2.50 an hour from June 3, 1974)
Manitoba	$1.75 an hour
New Brunswick	$1.50 an hour
Nova Scotia	$1.55 an hour ($1.65 an hour from July 1, 1973)
Ontario	$1.65 an hour ($1.80 an hour from February 1, 1973)
Prince Edward Island	$1.25 an hour (male); $1.10 an hour (female); ($1.40 an hour (male) and $1.30 an hour (female) from July 1, 1973; $1.50 an hour (both sexes) from July 1, 1974)
Québec	$1.65 an hour; ($1.70 an hour from May 1, 1973; $1.80 an hour from November 1, 1973; $1.90 an hour from May 1, 1974; $2.00 an hour from November 1, 1974)
Saskatchewan	$1.75 an hour
Northwest Territories	$1.50 an hour
Yukon Territory	$1.75 an hour

■ Prices will continue to rise, and "we do not know where or when it is going to end," the Canadian Grocery Distributors' Institute told the special Commons committee on food prices.

The Institute, which numbers most grocery retailers and some wholesalers among its members, suggested that the committee probe the effect of marketing boards on consumer prices, and that it take a close look at wage increases that bring no increase in productivity. It recommended also that the committee take into consideration the rising costs of raw materials.

The Institute claimed that none of its members was making inordinate profits, and that wages, taxes and other costs were moving up, while competition remained fierce. It rejected the idea of controls on food prices alone. Controls should be imposed only in conjunction with across-the-board ceilings on wages, profits and rents, it said.

Though food prices have risen about 41 per cent since 1961, the prices of other commodities have gone up even further, remarked the grocery products group. Other increases over the same period include: 98 per cent for pharmaceuticals, 96 per cent for automobile insurance, 85 per cent for dental fees, 76 per cent for local transportation, 50 per cent for health care, and 46 per cent for housing.

The Institute's representatives ran into some heavy questioning as to how much competition really exists in the food industry.

■ Food costs increase by 300 per cent between the farm and the consumer, according to the brief submitted by the Government of Alberta to the House of Commons committee on food prices. "The consumer is purchasing not only agricultural products," the brief said, "but also numerous services added to the basic commodity by processors, wholesalers, and retailers."

The Alberta Government doubted that price controls would have long-term effectiveness, but noted that the federal Government should also consider relief for farmers with rising production costs if controls are instituted.

Instead of introducing such controls, the Government should supplement the incomes of people who can't afford today's food prices, the brief suggested. It pointed out that great strain has been put on low-income groups by food costs that have risen 10.2 per cent between February 1972 and February 1973. Native people in the Northwest Territories spend up to 45 per cent of their income on food, the brief claimed, whereas the average Canadian family spends 19 per cent.

Alberta proposed a "food-chain intelligence system" that would watch over factors that raise food prices, as well as investigate methods to improve efficiency and inform shoppers on proper spending for nutritional benefit. It noted that the consumer market section of the Alberta Department of Agriculture was recently formed to offer these services.

Romeo Maione

■ Romeo Maione has been pointed Director of the Canad Labour Congress' International fairs Department, effective Ma 1. Maione served as assistant rector of the Department fi 1963 to 1966 and has also had perience as the international pr dent of the Young Christian W ers from 1957 to 1961. Immedia prior to his new appointm Maione was director of the Ca dian Catholic Organization of velopment and Peace. He is flu in English, French, Italian Spanish.

■ Man-days lost in 1972 thro strikes and lockouts tota 7,848,360—an increase of 270 cent over the previous year's t and the highest time loss eve corded.

GENERAL TOPICS

U.S. CONSUMER, JANUARY

The consumer price index (1967=100) rose .3 per cent in January to 127.7 and was 3.7 per cent higher than a year ago. Higher prices for all major categories of take-home food—meats, poultry, eggs, fresh fruits and vegetables and milk—more than offset declines in prices of women's clothing, used cars, tires, furniture, houses and some house furnishings. The result was an increase of .3 per cent above the December price index, or .5 of 1 per cent after seasonal adjustment of the data to take account of the usual January decline in the index. This adjustment is a statistical device designed to eliminate purely seasonal factors and make the underlying economic trend clear.

The Labor Department, in a comparison of price trends in the 14 months of the second phase of the government's wage-price controls that ended January 11, and the 8 months preceding the price-wage freeze of August 15, 1971, found that the entire consumer price index rose by 3.7 per cent in the second phase as against 3.8 per cent before the freeze; food prices advanced by 6.3 per cent, as against 5 per cent before the freeze; non-food commodities rose by 2.3 per cent, against 2.9 per cent before the freeze; and services rose by 3.5 per cent as against 4.5 per cent in the earlier period.

EMPLOYMENT REVIEW

The seasonally adjusted unemployment rate decreased from 6.7 in December to 6.2 in January. It was also 6.2 in January 1972. By main age-sex groups, there was a large decrease in the rate for persons 14 to 24 years of age; a smaller decrease for men 25 years of age and over, and little change for women 25 years of age and over. The rate decreased in all regions except the Atlantic area where there was little change.

Employment. Employment, seasonally adjusted, increased to 8,531,000 in January. A year ago it was 8,245,000. There were large increases in employment for men 25 years of age and over and for persons age 14 to 24, with lower gains for women age 25 and over. The increase in employment applied to part-time and full-time work. A rise in the level of employment occurred mainly in Ontario with smaller gains in the Prairie region and British Columbia. The Atlantic and Québec regions showed slight declines.

Unemployment. The level of unemployment in January 1973, seasonally adjusted, was 566,000, compared with 602,000 in December and 546,000 in January 1972. The level of unemployment showed large decreases for persons 14 to 24 years of age and men 25 years of age and over, with a smaller decline for women age 25 years and over. By duration, both the shorter and longer term unemployment showed decreases.

Regionally, Ontario showed the largest decrease, followed by Québec and the Prairie area. British Columbia and the Atlantic region showed little change.

Participation rate. The participation rate increased from 56.7 in December to 57.3 in January and was spread among main age-sex groups. A year ago the rate was 56.6. By region, the rates increased largely in British Columbia, and to a lesser extent in the Prairie region and Ontario. Québec and the Atlantic region showed little change.

MAY CREDITS

Labour Legislation in 1971-72, Part 4, p. 298, was prepared in the Legislative Research Branch of the Canada Department of Labour.

Unemployment insurance, p. 285, originates with the Unemployment Insurance and Manpower Section of Statistics Canada. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 331, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 334, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 267, 268, 272, 274, 279, 281, 282, 287, 293. British Information Services, p. 284. Gilbert A. Milne and Co., p. 291. Studio Impact, p. 271. Andrews Hunt Photography, p. 270. Thomas Studio, p. 296. Jean-Louis Frund, p. 286. Colin Price, Photo Features, p. 312, 313, 315, 322, 323, 324.

LABOUR LEGISLATION IN 1972

PART 4: EMPLOYMENT STANDARDS

BY HENRY J. ZWIREK

Nova Scotia enacted an extremely comprehensive Labour Standards Code that was proclaimed in force on February 1, 1973. This Code replaces the Employment of Children Act, the Equal Pay Act, the Industrial Standards Act, the Minimum Wage Act, the Limitation of Hours of Labour Act and the Vacation Pay Act.

The Code introduced requirements regarding notice of group termination of employment, maternity protection, pay protection, including a wage collection procedure and prohibitions against assignment of wages and dismissal for garnishment, and revived hours of work legislation. In addition, major changes were made in provisions concerning equal pay, notice of individual termination, general holidays and minimum age for employment. A Labour Standards Tribunal was established to help enforce the provisions of the new Code.

The coverage of existing labour standards provisions was broadened and some amendments were made to the annual vacation and industrial standards provisions.

Amendments to the Manitoba Employment Standards Act, which came into force on July 11, 1972, **provide for maternity leave and job protection during such leave and require extended notice to be given by employers where large groups of employees stand to have their employment terminated.**

Saskatchewan enacted unique legislation allowing an employee to obtain leave of absence to run for and hold political office.

Wage protection legislation was strengthened in Manitoba and Alberta, and in Saskatchewan the assigning of wages to secure a debt is now prohibited.

The amount of money exempted from garnishment was changed by regulation in Newfoundland and Prince Edward Island.

Amendments to labour acts, new regulations, affected ann vacation with pay in the provin of Québec, Manitoba and Prin Edward Island.

During the course of the year, **creases in minimum wage rates ther came into force or were nounced in most jurisdictions.**

In addition, various jurisdicti made changes in the area of ho of work, notice of terminati equal pay, school leaving age, a annual vacations with pay.

GENERAL PROVISIONS

The application of the Manito Act is being extended to pro sional homemakers and to dom tics employed by nursing hor and other similar agencies, exc for baby sitting agencies. Un the present Act, domestics in vate homes are excluded. amendment will make it clear t only domestics in a private ho who are paid by the household are excluded. A further ame ment extends the Act's applicat to persons, previously exclud who are given employment un a charitable plan or project.

The Nova Scotia Code applies to all employers including the Crown. Members of named professions and designated classes of work may be excluded by regulation. Specific employers or classes of employers may be exempted from the maternity leave and group and individual notice of termination provisions. The hours of work and minimum age provisions apply only in specified industries.

The Minimum Wage Act (which also governed notice of termination and pay for general holidays) excluded farm labourers and domestic servants; and the Vacation Pay Act excluded domestic servants, farm workers, lumber industry workers and commercial fishermen.

A unique feature of Nova Scotia legislation is a Labour Standards Tribunal to assist in enforcement of the Code. Where the Director of Labour Standards receives a complaint or, if, on reasonable grounds, he believes that there has been a failure to comply with the Act, he or his appointee may inquire into the matter and try to bring about a settlement.

The Labour Standards Tribunal is to be an appeal body that is to hear complaints referred by the Director of Labour Standards or by complainants who are not satisfied with the Director's decision. Its procedures are intended to be informal and expeditious.

The Tribunal is to determine its own procedure, but must give an opportunity for all interested parties to present evidence and make representation.

Hearings before the Tribunal are to be public, unless it decides to hold hearings in camera because intimate financial or personal matters may be disclosed and the desirability of avoiding disclosure outweighs the desirability of adhering to the principle of open hearings.

The Tribunal must decide whether the Act has been contravened and issue an order. It may order the contravening party to comply fully with the Act and to rectify an injury or make compensation for it.

Any person affected by a decision or order of the Tribunal may appeal within 30 days to the Appeal Division of the Supreme Court, on a question of law or jurisdiction.

Where an order of the Tribunal requires the payment of money, the person entitled to the payment may bring court action to recover the money.

The Tribunal is to consist of three members appointed by the Governor in Council. At least one of the members must be a woman. Alternate members may also be appointed.

As before, the Governor in Council is also to appoint a Minimum Wage Board consisting of five to seven members of whom at least two are to be women. This Board may make orders, with the approval of the Governor in Council fixing minimum wages, hours of work and exempting groups or classes of employees or employers from the operation of the Labour Code.

On May 11, 1972, Prince Edward Island established an Employment Standards Advisory Board, which assumed certain duties presently carried out by the Labour Relations Board. This new Board consists of not more than five members appointed by the Lieutenant-Governor in Council. It has the authority to make minimum wage orders as well as to hear appeals from employers regarding unpaid wages collected in trust by the Inspector of Labour Standards.

Orders made by the Employment Standards Advisory Board are subject to the approval of the Lieutenant-Governor in Council, whereas orders made by the Labour Relations Board do not require such approval. The Minister may appoint a secretary for this new Board to carry out the duties prescribed by the Minister and any other duties imposed on him by the Board.

SCHOOL LEAVING AGE

The Prince Edward Island School Act requires that a child attend school until the age of 15, unless he has completed grade 12 or has been exempted from school attendance by the Minister of Education.

Previously, attendance was required for only 75 per cent of the term except in Charlottetown and other towns that required 90 per cent attendance. Exemptions could be granted for poverty, or, if the child were 12, for not more than six weeks in a school year if his services were required in husbandry or other necessary employment. In Nova Scotia, the school leaving age is 16 throughout the province. Formerly, the age was 14 in areas outside cities and towns unless a higher age requirement was fixed locally.

As before, a child of 12 years or over may be exempted from school attendance in specified circumstances for a period not exceeding six weeks in a school year. A child of 13 or over may be granted an employment certificate where his employment is necessary in order to maintain himself or others.

MINIMUM AGE FOR EMPLOYMENT

The Nova Scotia Labour Standards Code increased the minimum age for employment from 14 to 16 in industrial undertakings (including mines, quarries and construction), the forest industry, garages and service stations, hotels and restaurants, operating elevators, theatres, dance halls, shooting galleries, bowling alleys, billiard and pool rooms, and in any employment prohibited by regulation. Subject to any Act or regulations, this restriction does not apply to an employer who employs members of his family.

The employment of children under 14 is still prohibited in work unwholesome or harmful to health or normal development, or which prejudices attendance at school or the child's capacity to benefit from instruction; for more than eight hours in a day; for more than three hours on a school day (except with an employment certificate); on any day for a period that, when added to school hours, totals more than eight; or at night between 10 p.m. and 6 a.m.

MINIMUM WAGES

New minimum wage rates were either introduced or came into effect in 12 jurisdictions.

The Governor in Council issued an order raising the federal minimum wage to $1.90 an hour (an increase of 15 cents) for employees 17 and over. The rate for young workers was similarly increased to $1.65 an hour. Both rates became effective November 1, 1972.

Alberta regulations increased the general rates to $1.75 for employees 18 and over and to $1.60 for employees under 18. This 20-cent increase became effective January 1, 1973. The order does not apply to employees paid under a subsisting collective agreement, until the next anniversary date of the agreement.

Rates for students, now defined as workers under 18 employed on a part-time basis during the period they are attending school, increased to $1.25 an hour, effective January 1, 1973. Formerly, students were divided into two categories with different rates for each group—students 18 and over received $1.00 an hour and the under-18 age group received 85 cents an hour.

British Columbia eliminated separate minimum wage acts for male and female workers by consolidating both acts into one Minimum Wage Act. The amending legislation also directed the board to fix the minimum wage at a rate of not less than $2.00 an hour for employees 18 and over and $1.60 an hour for employees 17 and under (i.e., under 18).

A new general minimum wage order introduced a three-stage increase in minimum wage rates, as well as encompassing a number of special groups formerly covered by separate orders (the auto repair and gasoline and service station industry; barbers and hairdressers; the construction industry; electronic technicians; outside employees in irrigation districts; the logging, sawmill, woodworki and Christmas-tree industries; t trade of machinist, moulder, r frigeration and sheet metal; p trolmen; pipeline constructio ship- and boat building; and st tionary engineers).

Minimum wage rates are now d vided into two categories—er ployees 18 and over, and emplo ees under 18. On December 1972, the rate for adult employe was raised to $2.00, the highe minimum rate in Canada. It will further increased to $2.25 on D cember 3, 1973 and to $2.50 June 4, 1974. Employees 17 a under receive a rate of 40 cents hour less than the adult rate. F merly the general minimum wa rate was $1.50 an hour.

Employees still covered by spec orders are to receive the sar hourly rates as persons govern by the general minimum wage der.

In Manitoba, increases from $1 to a $1.75 an hour came into eff on October 1, 1972. Lower ra apply to employees under 18 a inexperienced workers.

As of April, 1972, women in Ne foundland were entitled to t same general minimum wage r as men: $1.25 for employees o 18 and 85 cents for those 16 to years of age (a 25-cent increase)

General rates were further creased on June 1, 1972 to $1.40 hour for adult workers and $1 an hour for employees 16 to years of age.

In Nova Scotia, general minimum wage rates are increased in two stages and sex and zone differentials are abolished. The initial increase ranges from 20 cents for men 18 and over in Zone I to 50 cents for girls 14-18 in Zone II. A new category is established—inexperienced employees who have worked less than 3 months in the work for which they are hired.

	July 1/72	July 1/73
18 and over	$1.55	$1.65
14-18 and inexperienced employees	$1.35	$1.40

Rates for those industries covered by special orders—logging and forestry; road building and heavy construction industry; beauty parlors—were also increased.

On December 7, 1972, the Ontario Minister of Labour announced new minimum wage rates to become effective February 1, 1973.

The present general rate of $1.65 an hour and the construction rate of $1.90 will be increased by 15 cents to $1.80 and $2.05 an hour.

Student rates may be paid only to persons under 18 years of age who are employed for 28 hours or less a week during the school year, or during any school holiday.

There is no longer any special rate applying to a person under 18 years of age employed as a foot or bicycle messenger, a delivery boy making deliveries to the public, a news-vendor, a bowling alley pinsetter, a shoeshine boy, a caddy by a golf club or in the professional shop at a golf course, or in a public library operated by a municipality.

The minimum rates for taxi drivers and ambulance drivers, driver's helpers and first aid attendants in the ambulance industry were also increased.

Prince Edward Island re-issued its female minimum wage order on July 1, 1972. As well as increasing minimum wage rates, this order also eliminated the classification of inexperienced workers and introduced a new category—employees under 18.

The new rates, which represent increases ranging from 5 to 15 cents, are $1.10 for women 18 and over and $1.00 for women under 18 and female students working between May 15 and September 15 for a minimum of 24 hours a week. The rate for men over 18 is $1.25 an hour.

On July 1, 1973, a new order comes into effect replacing the former male and female minimum wage orders. This order deletes the inexperienced male rates and introduces the category of male employees under 18.

Minimum wage rates increase in two stages. The first stage effective July 1, 1973 is:

Male, 18 and over.....$1.40 an hour
Male, under 18.....$1.20 an hour
Female, 18 and over.....$1.30 an hour
Female, under 18.....$1.20 an hour

A second increase comes into effect on July 1, 1974. On this date the sex differential will be eliminated. Rates will be $1.50 an hour for employees 18 and over and $1.40 for employees under 18.

The Québec Minimum Wage Commission set a six-stage increase for persons 18 and over: $1.60 an hour effective August 1, 1972; $1.65 an hour effective November 1, 1972; $1.70 an hour effective May 1, 1973; $1.90 an hour effective May 1, 1974 and $2.00 an hour effective November 1, 1974.

Employees under 18 receive increases at the same time periods but at a rate of 10 cents less than the adult rate.

Employees entitled to the hourly rate, less 30 cents an hour, are those who work in hotels, restaurants, lodging houses or camping grounds, as defined in the Hotels Act; places where alcoholic beverages are sold for consumption on the premises; and establishments that sell, deliver or serve meals to be eaten outside the premises, and who usually receive tips.

Most occupations formerly governed by separate orders now come under the general ordinance. These groups include service establishments, the woodworking industry, the shoe industry, the hotel trade establishments, and municipal corporations and school boards.

The maximum deductions permitted for board and lodging were increased in Alberta, Nova Scotia, Ontario, Prince Edward Island and Québec.

During the course of the year, previously announced increases went into effect in Saskatchewan, new Brunswick and the Yukon Territory.

HOURS OF WORK

The Canada Labour Code, Part III (Labour Standards) sets both standard and maximum hours. Overtime must be paid after eight hours in a day and 40 hours in a week, up to a maximum of 48 hours in a week.

The Governor on Council is authorized to make regulations varying the standard and maximum hours for classes of employees in any specified industrial establishment when the Code standards would be unduly prejudicial to the interests of the employees or seriously detrimental to the operation of the establishment. Any class of employees may be totally

exempted for the provisions governing standard and maximum hours and overtime pay where these provisions cannot reasonably be applied. It should be noted that in both cases an inquiry must be held before such regulations may be made.

Effective January 1, 1973, two regulations were issued setting standard and maximum hours for bus operators, highway motor vehicle operators and city motor vehicle operators.

The Motor Vehicle Operators Hours of Work Regulations, which establish standard hours, and the Canada Motor Vehicle Operators Hours of Service Regulations, which establish maximum hours, apply to any establishment engaged in the transportation of goods or passengers by motor vehicle from any point within a province to any point outside that province and firms engaged in the transportation of mail anywhere in Canada.

The standard hours, after which an employee must receive a premium overtime rate of at least one and one-half times his regular rate of wages, vary with the type of operation in which the employer is engaged.

Working hours are defined as all the hours from the time that a driver begins his shift until he is relieved from his job responsibilities. This does not include time off while en route for meals, rest stops, illness or fatigue.

For bus operators the standard hours are eight in a day and 40 in a week. For drivers transporting mail and goods the standard hours are nine in a day and 40 in a week for city drivers and 60 in a week for highway drivers.

Maximum hours are also set for motor vehicle operators at 15 hours on duty daily, of which no more than 10 may normally be spent driving, and 60 hours on duty for any period of seven consecutive days preceded by 24 hours off duty.

Non-driving employees (warehousemen, dispatchers) are now governed by the hours of work provisions of the Canada Labour Code, Part III (Labour Standards).

For operators who do not normally drive on public roads, a permit may be issued authorizing a maximum in excess of 60 hours in any week. The hours set out in the permit shall be considered as the maximum after which overtime must be paid. This applies primarily to drivers in the oil field hauling industry in the far north, working out of camps where normal leisure activities are not possible.

The Motor Vehicle Operation Hours of Work Regulations also establish a procedure for calculating overtime when work is performed by an employee in two or more classes (e.g., an employee working during the week as a highway driver and a city driver).

The Canada Labour Standards Regulations excluded from the overtime provisions employees who may exercise seniority rights to work in excess of standard hours pursuant to a collective agreement.

The federal Government appointed Harris S. Johnstone as commissioner to conduct an inquiry into the modified work week in relation to the present provisions of the Canada Labour Code. His report was released in 1973.

The provisions of the Limitation Hours of the Labour Act of N Scotia are incorporated in the n Code with some amendmer This Act was passed in 1935 but provisions were never applied a it was omitted from the 1967 l vised Statutes.

The Minimum Wage Board is e powered after investigation a subject to the approval of Lieutenant-Governor in Coun to issue orders determining daily or weekly hours of work persons employed in indust undertakings. Industrial und taking is defined to include mi and quarries; undertakings which articles are manufactur altered, cleaned, repaired, or mented, finished, adapted for sa broken up or demolished or which materials are transform shipbuilding; generation, transf mation and transmission of el tricity or any other motive pow and construction.

The order may determine t kinds of industrial undertakin districts and categories of empl ees covered. Supervisory, mana rial and confidential employe are excluded. The hours limits by the Board may be exceeded emergencies and those proces that must be carried on cont uously by a succession of shi As well, where by law, custom agreement between the emplo and a trade union or workers' re resentatives, some working days a week are shorter than set by t order, the limits set by the or may be exceeded on the ot days.

In Prince Edward Island, an or issued under the authority of Women's Minimum Wage Act tablished the standard work we at 60 hours for women who employed in the food process industry during the harvest seas Employees working in excess

ese hours must be paid not less an one and one-half times the inimum rate. Formerly, the 60 our standard work week exnded into the processing season. is order eliminated the exclusn from overtime for employers erating less than five weeks in a ar.

e standard work week set by the uébec general minimum wage dinance is lowered from 48 to 45 urs a week. The requirement for uble time after 60 hours was delied.

Alberta, inquiries were made instigating the advisability of confing hours of work within a perd of less than five days in any ek. As a result of these inquiries, an amendment to the Labur Act was made, giving authorit to the Board of Industrial Rlations to make orders confinin the hours of work, in certain ses, within a period of five days sbject to the hours of work provion of the Act, and the conditins of the specific order. The Bard issued an order similar in wrding to this amendment.

ANUAL VACATIONS WITH PAY

In Prince Edward Island, paid annal vacations were increased frm one to two weeks, effective October 16, 1972. Vacation pay is crespondingly increased from tw to four per cent of the employees' annual earnings.

Effective January 1, 1973, the Mnitoba Vacation Pay Act was arended to increase an employee's paid annual vacation to thee weeks after five years of servie with the same employer. An erployee is entitled to a threewek vacation if he has been employed by any one employer for a peod of four years in the last 10 yers, regardless of the time wked in any one year and has wked at least 95 per cent of the regular hours in any year subsequent to the four-year period.

The vacation period continues to be two weeks in the first four years of service.

If a holiday occurs during the vacation period, the employee may be given another day off with pay within 60 days or on such a day as may be mutually agreed to by employer and employee or, as previously, the vacation period may be lengthened by one day.

The annual vacation with pay provisions cannot form any part of a notice of termination period or payment.

Québec Ordinance No. 3 governing vacations was amended. Coverage now includes the clergy and members of religious institutions, student nurses, and teachers employed by school commissions, commission and certain other salesmen, as well as employees regularly working less than three hours a day.

A new provision was introduced that excludes persons who work outside an employer's establishment and without possible control over the number of days per week spent at their work.

As previously, an employee is entitled to a two-week vacation, with vacation pay of four per cent of the salary earned during the qualifying year; however, employees hired and paid by the week or a longer period may now receive their regular salary.

At his departure for a vacation, the employee must now receive the allowance due to him in one payment.

Like the Vacation Pay Act, the Nova Scotia Labour Code provides for a two-week vacation with pay after a year's employment. Vacation pay is four per cent of wages for the year. "Wage" is defined to include salaries, commissions and compensation in any form for work or services measured by time, piece or otherwise, including pay for general holidays and pay in lieu of notice of termination, but excluding vacation pay and gratuities. As before, the cash value of board and lodging is to be included in calculating vacation pay. Under the former Act, vacation pay was four per cent of annual earnings, a term that was not further defined. Where the vacation is broken into two or more periods, an unbroken period of at least one week must now form one of these periods.

Vacation pay is deemed to be held in trust for the employee. The amount is a charge on the assets of the employer or his estate and has priority over all other claims.

Federal regulations allow the employer to pay vacation pay on the regular pay-day during or immediately following the vacation period only if it is impractical to pay within the 14 days preceding the vacation period, and it is the established custom in the industrial establishment to pay on the regular pay-day during or immediately following the vacation period. Formerly, regulations allowed this practice whenever it was customary.

GENERAL HOLIDAYS

The Nova Scotia Labour Standards Code provides for five general holidays with pay (New Year's Day, Good Friday, Dominion Day, Labour Day and Christmas Day). The number of general holidays may be increased by regulations.

Should a general holiday fall on a non-working day for an employee, he must be granted a holiday with pay on the working day immediately following the holiday or the employee's annual vacation, or on another day agreed upon by the employer and employee.

Another holiday may be substituted for a general holiday where a collective agreement provides for another holiday and the Director of Labour Standards is notified of this by the parties in writing. Where there is no trade union or a class of employees is not covered by a collective agreement, and the employer applies to the Director to substitute another holiday, the Director may agree to the substitution if he is satisfied that a majority of the employees concur.

An employee who does not work on the holiday is entitled to his regular pay for the day. If he is paid by the week or the month his wages must not be reduced by reason of his not working on the holiday. If he is paid on any other basis he must be paid at least the equivalent of a normal day's pay.

An employee who is required to work on a general holiday must be paid one and one-half times his regular rate for all time worked. An employee in a "continuous operation" may, instead, be granted a holiday with pay on the working day immediately following his annual vacation or on another day agreed to between the employer and employee. A "continuous operation" is defined as an industrial establishment in which, during each seven-day period, operations once begun normally continue without stopping until the completion of the regularly scheduled operations for the period; the operation of trucks and other vehicles; telephone or other communications operations or services; or any other operation or service normally carried on without regard to Sundays or holidays.

An employee must be paid for a general holiday if he is entitled to wages for at least 15 days during the 30 calendar days immediately preceding the holiday and has worked on the day immediately preceding and following the holiday, unless directed by the employer not to report to work. An employee in a continuous operation is not entitled to be paid for a holiday on which he did not report to work after having been called upon to do so.

Regulations in Saskatchewan now exempt domestic servants from Part III of the Labour Standards Act, which includes the enacting of orders dealing with public holidays.

Alberta amended its holiday orders to increase the number of paid holidays from seven to eight as of January 1, 1973. Remembrance Day is now included. If any of the eight holidays falls on an employee's regular working day and he does not work on that day, he is entitled to holiday pay equivalent to his regular wages for the day. If he does work, he must be given the holiday pay and either time and one-half his normal wages for the hours worked or a day off with pay at another time. Formerly, if an employee worked on the holiday he received the holiday pay plus normal wages for the hours worked.

Construction workers are entitled to a lump sum in lieu of holidays. This sum was increased from 2.8 to 3.2 per cent of regular wages for the period of employment. As before, the lump sum is to be paid on December 31, or on termination of employment, whichever occurs first.

WEEKLY REST

As previously, employees in Nova Scotia's industrial undertakings must be granted a rest period of at least 24 consecutive hours in every period of 7 days, preferably to all employees simultaneously and on Sunday.

LEAVE FOR POLITICAL OFFICE

An employer in Saskatchew must, upon application, grant employee reasonable leave of sence to seek nomination and be a candidate for municipal, p vincial or federal elections. If employee is elected, he must granted reasonable leave for su a period of his term of office may be necessary to fulfill duties of office. Upon expirat of the leave, the employee m be allowed to continue his e ployment without loss of a privilege connected with senior

Where an employer is convic of failure to observe any of th requirements, the magistrate m in addition to any other pena order the employer to grant leave or to reinstate the emplo and pay any wages lost as the sult of the failure to reinstate hi

MATERNITY PROTECTION

New maternity protection pro sions, which are incorporated i the Manitoba Employment St dards Act, grant 17 weeks of m ternity leave—11 weeks before a six weeks after childbirth—and sure job security to women abs from work because of pregnanc

To be eligible for maternity lea a woman must have been con uously employed by her emplo for 12 months. She is also requi to make application in writing least four weeks before the day which the leave is to begin and produce a medical certificate s ing that she is pregnant and spe fying the estimated date of de ery.

The Act provides for volun prenatal leave of up to 11 we before the anticipated date of livery, and this period is to extended to the actual date confinement. The six weeks

postnatal leave is compulsory. This period may, however, be reduced by agreement between the employer and the employee if a medical certificate is presented, certifying that the employee's return to work at an earlier date will not endanger her health.

Provision is made for special circumstances arising out of pregnancy. An employee who does not make application for prenatal leave within the prescribed time is entitled to leave during the 11-week period, provided that she furnishes her employer with a medical certificate indicating the probable date of delivery and certifying that during the period of leave she was incapable of performing the normal duties of her employment because of a medical condition arising out of her pregnancy that was not expected by the physician.

Upon resuming her work after confinement, the employee must be reinstated in her position or in a comparable position with no reduction in wages or benefits. Her employment is deemed to have been continuous for purposes of calculating pension or other benefits. An employer must not dismiss or lay off an employee solely because she is pregnant or has applied for maternity leave.

If an employee remains absent from work for a period of more than 10 weeks following the actual date of delivery, however, the employer is not required to reinstate her.

In Nova Scotia, when a medical certificate is produced specifying the expected date of delivery, a woman must be granted up to 11 weeks prenatal leave, which is to be extended to the actual day of delivery. Work is prohibited during the 6 weeks following delivery or during a shorter period that in the opinion of a qualified medical practitioner is sufficient.

A woman's employment must not be terminated because of pregnancy; however, an employer may require an employee to go on maternity leave at any time when the duties of her position cannot reasonably be performed by a pregnant woman or the performance of her work is materially affected by the pregnancy. The employer may request a certificate specifying the estimated date of delivery.

Upon return from maternity leave, the employee must be permitted to resume work with no loss of seniority or benefits accrued to the commencement of the leave.

As of June 30, 1972, Ontario transferred its pregnancy leave provisions from The Women's Equal Employment Opportunity Act to The Employment Standards Act, Part II A.

NOTICE OF TERMINATION OF EMPLOYMENT

The Nova Scotia forbids an employer to discharge or lay off an employee who has been employed for three months or more without first giving him written notice, whether it be of individual or group termination.

In cases of individual termination, the notice period varies with the length of service:

less than 2 years	1 week
2-5 years	2 weeks
5-10 years	4 weeks
10 years or more	8 weeks

Notice of group termination must be given to each employee affected where 10 or more employees are to be discharged or laid off within a period of four weeks or less. The Minister of Labour must be informed in writing of any group notice. The notice period varies with the number of employees being dismissed:

10-99	8 weeks
100-299	12 weeks
300 or more	16 weeks

An employee employed for three months or more must also give his employer one week's notice before quitting his job.

An employer may terminate an employee's employment immediately upon giving notice of either individual or group termination if he pays wages in lieu of notice. This pay must be equivalent to the amount the employee would have earned at his regular rate in a normal non-overtime work-week during the required notice period.

Where a person continues to be employed after the expiry of the notice for a period exceeding the length of notice, he must be given notice again before his employment may be terminated.

Service before the coming into force of these provisions is to be counted in calculating the entitlement to notice. Successive periods of employment may be accumulated unless there has been a breach of more than 13 weeks in employment.

An employer must not alter wages and conditions of employment once notice is given, whether by the employer or employee, and must, upon the expiry of the notice, pay the employee all vacation pay to which he is entitled.

Notice may be made conditional upon the happening of a future event if the required period is observed.

As already mentioned, notice is required in case of lay-off. The requirement does not apply where a person is laid off for six consecutive days or less in circumstances

defined by regulations. An employee not entitled to notice because of the duration of his lay-off whose employment is subsequently terminated by a continued lay-off must be given pay in lieu of notice, as if his employment had been terminated without notice when he was first laid off.

The requirement to give notice does not apply where the employee has been guilty of wilful misconduct or disobedience or wilful neglect of duty that has not been condoned by the employer.

Persons employed for a definite term or task for a period of less than 12 months are not entitled to notice; however, if the person continues to be employed for three or more months after the completion of his term or task, he is to be considered a regular employee and therefore entitled to notice. His period of employment is deemed to begin at the commencement of the term or task.

In addition, persons discharged or laid off for any reason beyond the control of the employer are not entitled to notice if the employer has exercised due diligence to foresee and avoid the cause. Among these reasons are labour disputes, destruction of plant or machinery, unavailability of materials, cancellation or lack of orders, and actions of government authorities.

Excluded also are persons who have been offered reasonable alternate employment by the employer or who have reached retirement age according to the established practice of the employer. Employees in the construction industry are excluded from the requirements both to receive and to give notice. Furthermore, regulations may exempt persons employed in any activity, business, work, trade, occupational profession or any part of these.

Previously, under the Minimum Wage Act, most employees who had been employed for three months or more were entitled to one week's notice of individual termination and were also required to give the employer similar notice.

The Manitoba Employment Standards Act requires advance notice of group dismissal where 50 or more employees are to be dismissed within a period of four weeks.

The notice period varies with the number of employees to be dismissed:

50-100 employees .....8 weeks
101-300 employees .....12 weeks
more than 300 employees 16 weeks

Advance notice must be given in writing to the Minister of Labour. Copies must be sent to the certified or recognized union. Where there is no union, the notice must be given to the employees being dismissed, either in writing or by posting a notice in the establishment. The written notice must state the anticipated date of dismissal and the estimated number of employees in each occupational classification whose employment will be terminated. Regulations may require that the notice include additional information. There must be co-operation by the employer with the Minister to re-establish the employment of the dismissed employees.

Notice of group termination does not apply where the employees are: employed for a definite term or task of less than 12 months; laid off according to regulations, or after refusing reasonable alternate work offered by the employer, or by a seniority system; on lay-off and do not return to work within a reasonabe time after being requested to do so by their employer; on strike or locked out;

employed in the construction
dustry; guilty of wilful misc
duct, disobedience or neglect
duty; employed under contr
that is or has become impossi
to perform or is frustrated by a f
tuitous or unforeseeable eve
employed under an arrangem
whereby they may elect to work
not for a temporary period; or
retirement age according to
established practice of the e
ployer.

The Minister may, by order, ma
exemptions from the provisions
the act dealing with group ter
nation if the application of
provisions would be unduly pr
udicial to the interests of the e
ployees or employer or seriou
detrimental to the industrial est
lishment.

If an employee wishes to ter
nate his employment prior to
expiration of the notice period,
must give notice in writing to
employer of his intention.

After notice has been given, wa
and other conditions of empl
ment must not be altered, exc
with the written consent of
employee or if there is a collect
agreement in force that authori
changes or variations.

An employer may terminate
employment of an employ
forthwith if the employer gi
written notice to the emplo
and pays him an amount equal
regular wages that he would h
earned during the usual notice
riod as well as any unpaid va
tion pay to which the employe
entitled.

**The Canada Labour Code requi
an employer to give notice
group termination and notice
individual termination, and s
erance pay.**

The new Canada Labour Standards Regulations define circumstances under which lay-off is not considered termination of employment for purposes of individual and group notice and severance pay.

Notice is not required where the lay-off is the result of a strike or lockout, is for a term of three months or less, or is made pursuant to the provision of a collective agreement that has the effect of regulating the size of the workforce. In certain circumstances, a layoff of more than three months also does not constitute termination: where the employer notifies the employee at or before the lay-off that he will be recalled on a fixed date or within a fixed period within six months and the employee is actually so recalled; or where, during lay-off, the employee continues to receive payments from the employer in amounts mutually agreed upon, the employer continues to make payments to a pension plan, or the employee receives supplementary employment benefits or is entitled to do so.

The regulation defines industrial establishment for the purposes of group notice as all branches, etc., of an employer's business located in regional divisions established under the Unemployment Insurance Act. Schedules outline what constitutes an industrial establishment for CNR, CPR, Air Canada and CP Air.

Notices of group termination must contain information required by the Code and must also include the name of the employer and any trade union acting as bargaining agent, the location at which termination is to take place, the nature of the industry, and the reason for termination.

Persons employed on a seasonal basis, or on an irregular basis under an arrangement whereby the employee may choose to work or not when requested to do so are excluded from the group notice provisions.

Continuity of employment for purposes of group and individual termination, severance pay and maternity leave is not to be broken where an employee is absent from work because of a lay-off that does not constitute termination or where the absence is permitted or condoned by the employer.

EQUAL PAY

Amendments to the Saskatchewan Labour Standards Act concerning equal pay where proclaimed in force on November 1, 1972. **The new Saskatchewan Human Rights Commission now has a role in the enforcement of equal pay provisions.** Where a complaint is not settled at the informal inquiry stage, the Director of Labour Standards may advise the Commission regarding the complaint and request it to conduct a formal inquiry. As is usual, the Commission may determine its own procedure but must afford the parties full opportunity to present evidence. Oral evidence must be recorded.

If it finds the complaint to be justified, the Commission may order compliance with the equal pay provisions, including the payment of compensation for previous service.

The Commission's order may be appealed to a judge of the Court of Queen's Bench for a final determination, on a question of law or fact or both. Fines are established for failure to comply with an equal pay order.

Formerly, if an equal pay complaint was not settled at the informal conciliation stage, the Minister could appoint, upon the recommendation of the Director of Labour Standards, an ad hoc committee to hold a formal hearing. If the complaint was found to be supported by evidence, the committee made recommendations to the Director. On the recommendations of the Director, the Minister issued whatever order he deemed necessary.

The new Nova Scotia Labour Standards Code forbids an employer to pay a female employee at a lesser rate of wages than a male employee for the same work performed in the same establishment, the performance of which requires equal skill, effort and responsibility, and which is performed under similar working conditions. The Equal Pay Act forbade discrimination in wage rates for substantially the same work in the same establishment.

At previously, a difference in wage rates based on a factor other than sex does not violate the equal pay provision where the employer establishes that this factor justifies the difference.

The substantive provision of the Manitoba Equal Pay Act, which prohibits sex-based discrimination in wage rates, was amended effective July 11, 1972. An employer is forbidden to pay employees of one sex wages on scale different from that on which wages are paid to employees of the other sex in the same establishment if the work required of, and done by, employees of each sex is the same or substantially the same. Previously, discrimination was forbidden "if the work required of, and done by, employees of each sex is identical or substantially identical."

Wage rates may differ if they are based on any factor other than sex. Formerly, the act listed factors such as seniority, location, geographical area, performance, and capacity as possible reasons for wage differential between men and women.

Changes were also made in the enforcement procedures. Among these were provisions clarifing the powers of the Minister and the court to order compensation for wages lost because of a violation of the Act.

Equal pay provisions were transferred from the Alberta Labour Act to the Individual's Right Protection Act as of November 22, 1972. The substantive provisions remain the same.

The enforcement procedures were changed. Formerly the Director of Labour Standards acted upon a complaint from an employee or her representative or on his own initiative. If the investigator, appointed by the Director, was unable to effect a settlement, the matter was referred to the Board of Industrial Relations.

After holding a hearing, the Board issued final directives, which if they were not complied with, were filed, upon request from the employee, with the Supreme Court and became enforceable as a judgement or order of the Court.

At present, the Alberta Human Rights Commission investigates, either on its own initiative, or by way of complaint from the aggrieved person, any contravention of the Act. If the Commission cannot settle the matter, the Minister appoints a board of inquiry which must report its findings and recommendations to the Commission. This report can further be reviewed by a Supreme Court judge by way of originating notice of motion filed either by the Attorney-General or the original complainant. The order of the Court is final and conviction for failing to comply with this Act may incur a fine and the enforcement of back pay.

WAGE PROTECTION

A procedure was established in Nova Scotia for the collection of unpaid wages and vacation pay or any benefit to which an employee is entitled but which is not required to be made direct to the employee.

An employee may make a complaint to the Director within 90 days. Where the Director finds the complaint justified, he may direct the employer to pay the unpaid wages to the Tribunal and must advise the employer of his right of appeal. The Director must not deal with a complaint where the employee is bound by a collective agreement under which he could file a grievance or where the employee takes civil action to recover the unpaid wages.

An employer who disputes the direction may appeal to the Tribunal within 10 days for a determination of the matter; in addition, a complainant who is dissatisfied with the action taken by the Director may apply to the Tribunal. Where an employer fails or refuses to comply with the direction and the appeal period has expired, the Director may refer the matter to the Tribunal. If the Tribunal finds that an employer is indebted to the employee, it must order the employer immediately to pay the amount owing to the Tribunal.

To assist in the wage collection procedure, the Tribunal is authorized to require the employer to post a bond before it deals with the matter. The amount of the bond and the conditions to which it is subject are to be determin by regulations. Provision is a made for "third party demand," garnishment. Where the Direct receives a complaint and has re sons to believe that another p son (including a bank or cre union) is indebted to the e ployer, he may, by order, requ that person to pay to the Tribur all or part of the money owed the employer.

An order of the Tribunal regardi unpaid wages is a lien in favour the Tribunal and has priority ov all liens and charges against t employer, including those of t Crown, but excluding liens f wages or mortgages or other e cumbrances on land register under the Registry Act.

It is also stated that wages must paid at least as often as sen monthly, within five days of t expiration of the pay period. employee who is not paid at t time fixed for payment is entitl to the pay at any time during t regular hours of work. Wages m be paid more or less frequently accordance with the terms of existing practice or collecti agreement or an order of the D rector granted on application. T manner in which wages are to paid is outlined in detail.

An employer is forbidden discharge, lay off or otherwise c criminate against an employee b cause garnishment proceedi have been or may be taken agai the employee.

The Nova Scotia Code also sta that assignment of wages to cure a debt is unlawful.

Manitoba amended the Paym of Wages Act and established n provisions to deal with employ who do not comply with an or to pay wages.

If a judge or magistrate finds an employer to be guilty of failure to comply with an order of the board to pay wages owing to an employee, he may, in addition to fines and/or imprisonment order the employer to pay the employee concerned. A copy of such an order may be filed in the County Court serving the district in which the employer carries on business. As a result, this order shall be deemed to be a judgement of that County Court in favour of the employee.

The Saskatchewan Assignment of Wages Act prohibits the assignment of wages to secure a debt as of July 1, 1972. Assignments made before that date become invalid on July 1, 1973.

"Wages" is defined as wages, salary, pay, commission or other compensation for labour or personal services, whether measured by time, piece or otherwise.

An employee may authorize deductions for pension plans, charitable organizations, bonds, saving plans, dues and assessments to trade unions, or such other purposes as may be designated by the Lieutenant-Governor in Council.

Assignment of wages to a credit union to which The Credit Union Act applies is allowed if the credit union is organized, directed or controlled by employees of the assignor's employer.

Certain limitations are placed on existing assignments and assignments to credit unions. Only the portion of wages that is not exempt from garnishment under The Attachment of Wages Act may be assigned; i.e., minimum amounts must be left for the assignor's maintenance. The assignment applies only to the employee's present employer and not any future employer. An assignment of wages to secure a debt is not deemed to be security for any purpose.

In Newfoundland, the monthly amount exempted from garnishment was increased.

The exemption is $200 for a married person supporting a spouse; $255 for a married person supporting a spouse and one dependant; $255 for a married person supporting a spouse and more than one dependant, plus $25 for each dependent in excess of one; and $200 for a widow, widower, divorced person, or unmarried person supporting one dependant, plus $25 for each dependant in excess of one. In the case of all other persons the amount is $125.

Formerly, $150 was exempt in the case of any person supporting up to three dependants; $175 for a person with four or more dependants; and $100 for any other person.

The Garnishee Act of Prince Edward Island is amended so that the amount of wages exempt from garnishment is to be calculated by the Prothonotary of the Supreme Court or by a clerk of the County Court on the basis of an exemption for each "item of basic need" prescribed by regulation. As previously, the amount of wages that is to be exempt from garnishment is to be established by regulation, subject to the proviso that in no case must the total exemption be less than the person would receive under the Welfare Assistance Act.

An Amendment to the Alberta Labour Code forbids an employer to dismiss, lay off or suspend an employee solely because garnishment procedings are being or may be taken against the employee.

In addition, an employee now has first priority over the claims of all other creditors, up to an amount of $2,500 for unpaid wages, vacation pay and holiday pay.

Federally, if moneys have been placed in the "Labour Standards Suspense Account" because an employer cannot locate an employee to pay his wages, that employee no longer loses the right to claim the wages due after three years have elapsed.

The foregoing article is the fourth in a series of six reports describing developments in Canadian labour legislation during the year; included in legislation enacted before December 31, 1972. The remaining two reports will deal with human rights and labour relations. When the series is completed, the reports will be collated and reprinted under the title: Developments in Labour Legislation, 1972.

(Mr. Zwirek is a member of the Legislative Research Division of the Department's Legislative Research Branch).

AN INDUSTRIAL RELATIONS COURSE FOR ONTARIO SCHOOLS

"All societies, past and present, have developed the means to regulate relations between different groups, categories or classes of people which have been part of their social fabric. By and large, these social relations between different groupings are established through custom or tradition over long periods of time. Other relations, however, where contradictory interests are at issue, require a more formal set of rules detailing how conflict, should it arise, be handled."

So begins "The Collective Bargaining Process," one of two booklets being used experimentally in several Toronto-area secondary schools and community colleges. About forty teachers now use this booklet, as well as the companion volume, "Technological Change and the Work Force," in classrooms. This number includes instructors at Seneca College of Applied Arts and Technology.

"Technological Change and the Work Force" is a 130-page booklet that defines technological change, then goes on to describe its history, effect on the workforce, and effect on collective bargaining. Case studies of working conditions in a highly mechanized industry, such as an auto assembly plant, plus article reprints on various viewpoints regarding technological change, give students an insight into these associated problems.

"The Collective Bargaining Process" is a larger booklet outlining collective bargaining principles, the development of labour laws, the workings of labour-management relations law, and the role of governments in bargaining. In covering these fields, the booklet looks at such topics as who can be unionized and what is the alternative to unions. Criticisms of the present bargaining system by labour, management and government are included, in the form of reprinted articles, as is a description of last year's general strike in Québec.

First trials of the curricul started last September when two booklets were put in cl rooms for evaluation by teach and students. **Experimentat and revision of the materials continue until the end of t school year. At that time a n evaluation will be made and booklets will be prepared fo large-scale experimental progr during the 1973-74 school y** Two more booklets are being p pared for introduction at t time: "Trade Union History," a "Contemporary Issues in Labo Management Relations."

The material is being gathered the Labour-Management Proj Team of Researchers and Teach as part of a joint program of Canada Studies Foundation a the Ontario Institute for Studies Education. A group of teach and researchers prepare texts t are then presented for revis and approval to two separate ad sory committees of labour a management representativ These committees meet once ery two months to check course content and ensure tha is not biased toward either m agement or labour viewpoi The project team, headed by Robert M. Laxer of OISE's Dep ment of Applied Psychology. corporates these changes be the material is used in the cl room.

Demand for use of the book has been growing since their troduction last fall. Designed fill the existing void in indust relations educational mate they have drawn interest from merous labour, management, government sources. The su available for distribution has b limited, however, because the terial is not yet copyrighted.

THE CLC'S ANNUAL BRIEF TO PARLIAMENT

JIM MACSWEEN

"We are compelled to state that high unemployment continues to be the number one national problem." This sentence, from the first paragraph of the Canadian Labour Congress' annual memorandum to the Government, spotlighted the major concern of Canadian labour as seen by the CLC. **In the memorandum,** presented March 5 before Prime Minister Trudeau and 18 members of the Cabinet, **the CLC noted that "it was inevitable that 1972 would be another year of over high unemployment,"** but added that "perhaps we were indulging in wishful thinking when we said that 1972 should show some improvement."

"Furthermore," the report went on, "although there was a marginal decline in the latest seasonally adjusted unemployment rate, this can scarcely induce optimism that the prospects for 1973 will be any better, unless there is at last an all-out commitment on the part of the Government to wipe out this scourge." Though the CLC said it detected a change in Government attitude towards unemployment since the last election, a re-evaluation is needed to recruit more sophisticated advisory personnel for Government economic policy.

To resolve the problem, the CLC recommended an immediate increase in the basic Old Age Security Pension to $135 per month, as well as an immediate two-month suspension of payroll tax deductions for all Canadian taxpayers earning less than $10,000 a year. These moves are needed in the short-run, according to the memorandum, "to inject quickly into our economy the necessary purchasing power to stimulate expansion and consequently create faster employment," because as long as the economy continues to operate below its potential growth rate there can be no prospect of significant improvement in the unemployment problem.

After commenting on the "minimal effect" that anti-inflationary policies have had in curbing price increases, the CLC repeated its call for a full-employment budget, including all levels of Government plus the Canada and Quebec Pension Plans, that would direct fiscal policy toward an economic performance in line with potential output. "Only in this way," the memorandum states, "is it possible to differentiate between the effects of a budget on the economy and the effects of the economy on the budget itself."

In a last word on unemployment, the CLC said it would "vigorously oppose any attempt to deceive the public with changed concepts and measurements of unemployment that are adopted solely to get this or any other Government off the hook." The CLC expressed its belief that present measurements of unemployment understate its real magnitude, noting that statistics now exclude Canadians who do not enter the labour force because of the lack of job opportunities, those who withdraw for the same reason, those who enlist in manpower training programs because there are no jobs available, and native people.

Turning to the Burke-Hartke bill in the United States Congress, **the CLC predicted that passage of the bill could result in Canadian unemployment** because of severe import quotas on nearly all manufactured exports to the United States. The CLC went on record as being opposed to the bill and urged the Government to "do everything within your power to curb these trends in international trade. It is our view that Canada should take a strong initiative in getting other trading nations to work through the General Agreement on Tariffs and Trade to bring about further reductions in both tariffs and non-tariff barriers." The CLC welcomed the announcement that Canada would participate in discussions aimed at reducing tariffs when GATT multilateral trade negotiations open this fall, adding that Canada, of all the industrialized nations, would be the principal loser in a trade war. The recent devaluation of the United States dollar was also seen as part of the "grave crisis of the free industrial world's monetary and trading system" that was raising world tariffs. The CLC called for an international monetary reform to be undertaken as soon as possible.

On the subject of foreign ownership and investment in Canada, **the CLC commended the Government for Bill C-132.** Particularly, the CLC expressed support for the part of the bill dealing with new direct investment, going beyond the terms established in the Foreign Take-overs Review Bill, but the memorandum singled out three points for further attention. It said that the proposed new Foreign Investment Review Agency could only act in the best national interest if an explicit national industrial policy was stated. The CLC urged immediate development of a policy, with top priority being given to full employment and expansion of secondary industry. Second, the memorandum expressed the need for Canadian law to be applied to all companies operating in Canada, as well as for foreign companies to be compelled to disclose financial information on their Canadian business activities. Third, the CLC called for the bill to receive high priority in terms of its introduction to Parliament.

The CLC commended the Government for "the realistic position it has taken in rejecting the use of wage and price controls," pointing to the statements made by Finance Minister Turner that explain why controls are not workable. "We fully subscribe to these reasons," the memorandum said, adding that studies done by the Economic Council of Canada and the Standing Senate Committee on National Finance opposed controls on the grounds of impracticability.

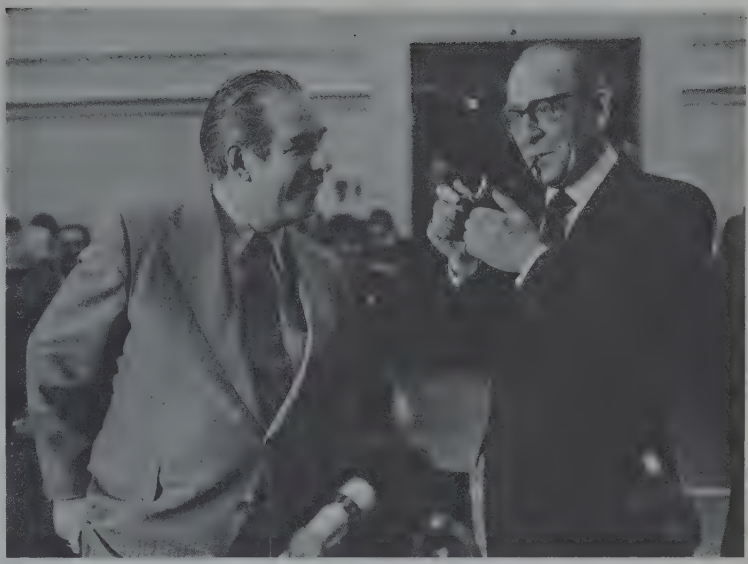
A paradox in government po
was seen as the cause of m
problems encountered by the
gional Economic Expansion p
gram. The CLC argued that a
tional policy aimed at control
inflation at the cost of large-sc
unemployment was not com
tible with the aim of DREE to
pand industry and employmen
depressed regions. The most s
ous weakness of the program,
cording to the memorandum
the lack of any strategy toward
gional development. For this
son, **the decentralization of D
was welcomed as a step tow
the "rational assessment of
gional needs."** Two other c
cerns were pointed out by
CLC: that present DREE po
may merely be transferring j
from one geographic region to
other with no gain for Cana
and that many recipients treat
grants as windfall gains and m
no investment decisions on
basis of grants alone.

**"The new tax act," says the C
"falls seriously short of the
forms proposed by the Ca
Commission on Taxation,** and
this reason the tax act remains
inadequate and inequitable s
tem." While welcoming the red
tions in income tax to lower
come groups as providing a "sm

dgree of equity in the distribution of taxation," the memoradum said that "we are convced that the substantial tax cuts ad incentives for the manufactung and processing industries a not the best means to generate aid growth of employment in Cnada, particularly in the short ru."

Cnada's unemployment insurare system, says the CLC, remins "one of the best in the wrld" despite its present shortcnings. The memorandum urged th Government to resist pressures toweaken the system. Although spaking against the abuse of UIC beefits, the CLC feared that increased "enforcement" staff in the Cmmission would cause loss of beefits to unemployed persons wh are legitimately entitled to recere them.

Spaking on Bill C-125, the CLC sai it hopes to make representatios during the bill's committee stge against provisions that wold make the Commission juge and jury "in matters regarding voluntary separations from emloyment for good cause or dismissal for cause, or be given cae blanche to determine what cnstitutes suitable employment foreach claimant. We see these amndments generally as placing theCommission in the invidious poition of having to review the wok record of claimants, and we hav some grave doubts about the corpetence of first-line commisio employees to make sound decsions in this area." The CLC als noted that claimants are in ned of more adequate protection anthat the Commission should mae a better effort to inform clanants of their "rights in respet of interrogation and represtation."



Bell Canada was attacked for its "callous treatment and the disregard for the public welfare" that it has shown by its cost to the public. Charging that Bell Canada's rates are "second only to that of the other private monopoly operating in the telephone industry in Canada—the British Columbia Telephone Company," the CLC said it "can find no justification or logic for allowing Bell Canada to continue to operate as a private monopoly in an area that is clearly a public responsibility."

The compressed work week was attacked as a challenge to the 8 hour day, 40 hours a week minimum established by the labour movement of Canada. Employers hide behind the illusion of providing more leisure time to employees, said the CLC, while being motivated in reality by "the age old search for greater profits, regardless of the possible ill effects such action may have upon working men and women." The CLC declared that any move toward destruction of the 8 hour standard by the Government could "only be interpreted by organized labour as a hostile act directed at the workers of Canada."

The CLC repeated its opinion that a guaranteed annual income is a "necessary addition to our social security system," but added that it should not be limited to certain categories of those in need. The CLC commended the principle of a GAI, combined with a policy to create full employment, but criticized the proposed restriction of its application.

Housing drew a list of 7 recommendations from the CLC, including proposed establishment of provincial rent review boards, encouragement of tenant participation in housing matters, enactment of a warranty plan for consumers of housing, removal of the 11 per cent sales tax on building material, and better co-ordination of housing and public transit policies. Increased federal involvement in housing policy was endorsed by the CLC, as was the effort to sustain the record of 250,000 housing starts made in 1972. Criticisms included the "scandalous escalation of urban land costs" and the nagging problem of far too costly mortgage money.

Energy policy drew CLC urgings for protection of Canadian requirements before export is allowed. Conditions for export proposed in the memorandum were that "the sale of surplus reserves not be allowed unless a full guarantee is given that processing of raw products will be left in Canadian hands to the fullest possible extent," and that all agreements for export of energy remain renegotiable. Creation of a policy for better exploration and development of potential reserves was called for, and involvement of the public sector in this area was recommended to protect Canadian interests. More efficient use of the energy now available was also proposed as a goal, both to conserve energy and protect the environment.

The CLC memorandum made recommendations in several other areas. Preservation of the present terms of the Canada-U.S. Auto Pact, either repeal or amendment of the Corporations and Labour Unions Returns Act and reform of the Public Service Staff Relations Act were called for. A minimum wage of $2.50 per hour and protection for employees' wages in case of company bankruptcy were also demanded. Provision of day-care facilities by the provinces and the establishment of the Status of Women Council by the federal Government were proposed, as was the implementation of the Hastings Task Force to encourage the development of community health centres. Establishment of the Commons Committee on Food Prices was welcomed, and introduction of legislation for electoral reform was called for, in conjunction with an auditing system for political organizations.

Implementation of terms contained in three separate Government studies on maritime policy—the Hedlin-Menzies Report, the Darling Report, and the Robertson Report—was advocated. The reports deal respectively with the establishment of a Canadian merchant fleet, restriction of Canada's coastal trade to Canadian-registry ships, and stabilization of the domestic shipbuilding industry.

In international affairs, the CLC urged that Canada "reach as soon as possible the target of 1 per cent of our gross national product" for international aid and development. The memorandum cautioned the Government to ensure that the enlarged European Economic Community does not make the North Atlantic Treaty Organization obsolete, and also warned that the present North American Air Defence agreement should not remain the "framework for a co-operative understanding between Canada and its largest and most powerful neighbour on matters of defence and respective military responsibilities." The CLC was happy to note the Vietnam cease-fire agreement and pledged itself to assist in reconstruction, urging the Government to help in this regard.

Deviating from the procedure of last year, CLC President Donald Macdonald did not read the memorandum in its entirety. A copy was made available to Cabinet members prior to the presentation, and, after a short introduction by Macdonald, individual ministers responded to certain parts of the memorandum. Macdonald then made several final remarks.

Labour Minister John Munro the first of the Cabinet to res to the report following Prime ister Trudeau's welcoming rem to the CLC executive. After pressing pleasure over his re appointment as Minister of bour, **Munro said that he ag with the CLC's priorities in la legislation.** He went on to c ment that federal studies of compressed workweek were b done and that the $1.90 an federal minimum wage was b reviewed.

Finance Minister Turner dea length with proposals affe the economy. He commented Government acceptance of recommendations to immedi increase old age pensions an suspend income tax for low-w workers would heighten the i tion problem in Canada. Refe to CLC opposition to "on a and then off again" economic icy, Turner remarked: "I'm no sure the responses you invite vocating go-go policies aime propelling the economy forw at breakneck speed, are ne sarily the answer either." Im mentation of the measures w cost about $2.3 billion extra, h timated, nearly doubling the G ernment's tax forecast for year.

Turner criticized the CLC for including proposals for the couragement of secondary in try in Canada, even though it criticized the Government for providing jobs. He also repe his former statements that w **and price controls are not ranted by the present rate of i tion.** "I don't think there is a essary consensus to brin controls now," he said. would need that consensus be we could bring in controls would work."

C the problem of unemployment, Turner pointed out 3 reasos for its present level: loss of 10,000 agricultural jobs because obad weather last summer, loss of7.8 million man-days through labur disputes, and a drop in foreign trade because of disputes in Caadian ports. He said that this agravated the situation and temped the effect of the 25 per cent jo growth rate that saw 250,000 ne jobs created during 1972.

Roert Andras, Minister of Manpower and Immigration, said that hewould investigate the procedues that were used to disqualify unemployment insurance reipients. Andras criticized the mdia for erroneously reporting tha 70 per cent of unemployment insrance recipients in the Toroto-Hamilton area had been disalwed benefits. Rather, he poted out, 70 per cent of those cass investigated by Health and Welfare officials had resulted in disllowance of payments, represering less than 1 per cent of the clanants in that area. Andras anmonced that the advisory commitee to the Unemployment Insurnce Commission would be askd to define the criteria by wh a claimant qualifies for benefits.

Helth Minister Marc Lalonde noid the CLC's proposals for exparied health care through use of comunity health centres. He aded **that upcoming interproincial negotiations should resultn "a major policy plan for the entie country."**

Extnal Affairs Minister Mitchell Shao agreed that Canada should aimfor the goal of 1 per cent of theGNP, going toward foreign aid.He noted that, though Canada is sbrt of that goal, she is among the world's leaders in foreign aid extded per capita. **Sharp defened the value of NATO,** pointing o its influence in arranging

the West German detente in Europe and noting: "As long as NATO can act in this way, to promote detente and mutual and balanced force reductions, we should remain a member." **He indicated that NORAD was** merely a system for defending North America from bomber attack, **not a framework for U.S.-Canadian co-operation** as the CLC had stated.

"Cautious optimism" was the term used by **Industry, Trade and Commerce Minister Alastair Gillespie** in describing Canadian trade prospects. Export trade is up 12 per cent from last year, he said, and is expected to continue rising. **Referring to the Burke-Hartke Bill,** Gillespie **concurred with the CLC position in opposing its terms,** adding that "we will resist protectionist measures, wherever they come from." He indicated, too, that the Government was moving to set up a review agency to check direct foreign investment in Canada.

Canada will stand firm on the terms of the auto pact, Gillespie said, and added that the yearly balance of trade was not of great concern. He pointed out that Canada had a deficit balance of trade under the pact in 1971, but explained that the value of the pact was in its expansion of the market for North American cars and its provision of new jobs. "Changes will only be made if they improve service, protect jobs, or will create more future jobs for Canadians," the Minister said, noting that 97,000 new jobs have been created since the auto pact was signed.

Ron Basford, Minister of Urban Affairs, said he would like to help the co-operative housing movement and to cut land costs as requested in the CLC brief, **but noted that union help in influencing provincial governments would be needed** because federal jurisdiction is limited in this area. Upcoming amendments to the National Housing Act will accomplish many of the aims set out by the CLC, he said, and he urged that pressure be exerted on Members of Parliament to support this

legislation. Pension funds provide a rapidly-growing source for investment, Basford said, and he called on unions to use this capital to finance new housing. He welcomed the CLC's call for greater federal power in the field of housing.

The session ended with a summation by Donald Macdonald in which he criticized the Government for "not saying one thing that would help alleviate the problem of unemployment" and estimated the cost to the Government of the CLC's proposals to stimulate the job market at $1.5 billion dollars. Much of this money would be recoverable in taxes, he claimed. The present situation is damaging to the morale of Canadians, he asserted, adding that the situation of youth unemployment is particularly serious and warned of energies possibly being channelled into "political forms other than those of democracy."

Commenting on a speech give
Labour Minister Munro in w
he said that "the Burke-Hartke
must cause all trade unionist
ask whether the internati
unions can logically and equit
serve the best interests of wo
in two different countries in t
of economic stress," Macdo
warned that the CLC expects
partiality and non-interferenc
the Minister in CLC affairs. I
turn, he pledged, the Governm
will be given the full co-opera
of the labour movement.

EMPLOYMENT FATALITIES: JULY 1970 TO JUNE 1972

(For many years the Economics and Research Branch of the Canada Department of Labour has compiled and published statistics on employment fatalities in Canadian industry. The latest statistics are given in tables on page317 . These have been prepared for two-year period July 1970 to June 1972.)

There were 1,052 employment fatalities in the period July 1971 to June 1972, compared with 1,042 in the period July 1970 to June 1971. These fatalities occurred among persons gainfully employed, and happened during the course of, or arose out of, their employment. They include deaths from industrial diseases.

Multi-Fatalities. There was a significant increase in multi-fatalities related to activities in the transportation and construction industries in the 1971-72 period compared with the 1970-71 period. Multi-fatalities resulting from explosion or fire decreased sharply, while those brought on by drowning also declined. Generally, multi-fatality accidents increased by 10 per cent, and related deaths decreased by 10 per cent (see Table 1).

Fatalities by Sex. As shown
Table 2, men constituted
thirds of employed workers an
per cent of total fatalities in
the 1970-71 and 1971-72 peri
Women comprised one thir
workers employed and 1 per
of total fatalities.

Fatalities by Occupation.
1970-71 to 1971-72, primary-
ual employment increased
per cent, or 63,000 workers, an
talities rose by 2 per cent from
to 673. White-collar service
ployment increased by 3 per
or 138,000 workers, and fata
decreased by 1 per cent from
to 379 (see Table 2).

Fatalities by Industry. Table 2 shows that **workers in goods-producing industries,** who constituted more than one third of all workers employed, **accounted for over 60 per cent of total fatalities in both time periods.** Employees in service-producing industries totalled nearly two thirds of all workers employed, and almost 40 per cent of total fatalities.

Fatalities by Region. Employment was unchanged in the Eastern Region, and increased by 4 per cent in both Ontario and the Western Region from 1970-71 to 1971-72. Fatalities declined 8 per cent in the Eastern Region, increased by 12 per cent in Ontario, and rose by 1 per cent in the Western Region (see Table 2).

Incidence Rates. In the 1971-72 period, there were 1,052 fatalities in an employed labour force totalling 8,221,000. The incidence rate—the relationship between fatalities and number of workers—was 0.013 for the 1971-72 period, the same as in the 1970-71 period. Regionally, the Eastern Region incidence rate decreased from 0.013 in the 1970-71 period to 0.012 in the 1971-72 period, the Ontario rate increased from 0.010 to 0.011, and the Western Region incidence rate decreased from 0.018 to 0.017.

TABLE 1—MULTI-FATALITIES, JULY 1970 TO JUNE 1972

Multi-Fatality	Accident		Death	
	1971-72	1970-71	1971-72	1970-71
Drowning	5	4	18	24
Explosion or fire	5	10	10	25
Transport accident	15	11	33	26
Construction mishap	7	4	15	9
TOTAL	32	29	76	84
Percentage change	10%		−10%	

TABLE 2—EMPLOYMENT FATALITIES BY SEX, OCCUPATION, INDUSTRY AND REGION, JULY 1970 TO JUNE 1972

Classification	Workers Employed* (Thousands)		Percentage of Total		Percentage Change (1970/71-1971/72)	Fatalities*		Percentage of Total		Percentage Change (1970/71-1971/72)
	1971-72	1970-71	1971-72	1970-71		1971-72	1970-71	1971-72	1970-71	
Men	5,478	5,393	66.6	67.2	2	1,039	1,032	98.8	99.0	1
Women	2,743	2,628	33.4	32.8	4	13	10	1.2	1.0	30
Primary-Manual Occupations	2,998	2,935	36.5	36.6	2	673	660	64.0	63.3	2
White-Collar Service Occupations	5,223	5,085	63.5	63.4	3	379	382	36.0	36.7	− 1
Goods-Producing Industries	3,065	3,016	37.3	37.6	2	658	626	62.5	60.1	5
Service-Producing Industries	5,156	5,004	62.7	62.4	3	394	416	37.5	39.9	− 5
Eastern Region	2,834	2,840	34.5	35.4	0	332	362	31.6	34.7	− 8
Ontario	3,157	3,031	38.4	37.8	4	335	300	31.8	28.8	12
Western Region	2,230	2,149	27.1	26.8	4	385	380	36.6	36.5	1
Canada	8,221	8,020	100.0	100.0	3	1,052	1,042	100.0	100.0	1

*Statistics Canada estimates, Catalogue No. 71-001. †Preliminary.

INTERNATIONAL ROUNDUP

■ The National Safety Council in the United States reports that **underground coal mining has a higher mortality and injury rate on the basis of man-hours worked than any other industry.** At least 260 U.S. miners were reported killed and an estimated 20,000 injured in mining accidents in 1971. The Council claims that inadequate safety training is responsible for most accidents.

■ U.S. Attorney General Richard Kleindienst is reported to have said he would move quickly to block any bid by former Teamsters Union president James Hoffa to return to union office against the conditions of his release from prison.

Kleindienst said the Government would strictly enforce the terms of President Nixon's commutation of Hoffa's sentence. The terms bar Hoffa from holding office in any union until 1980. Hoffa was released from prison on December 23, 1971, after serving nearly five years of a 13-year sentence for mail fraud and jury tampering convictions.

Earlier reports in the press said Hoffa's friends were convinced the ban on his union activities would be lifted, so they had started a campaign to return him to office. One Hoffa associate was quoted as saying: "We know that either Mr. Nixon will remove the ban or the courts will. And then Jimmy will be able to return to his rightful place as head of the world's greatest union."

The former Teamsters president claimed he had uncovered new evidence that would reverse his conviction and free him to rejoin the 2.2-million-member union. He reportedly said: "I don't quit on this thing. I'm going to eventually prove that what they said about me was not true. I'm not going to sit still until I prove what actually happened."

Meanwhile, Frank Fitzsimmons, Hoffa's former aid and hand-picked successor, allegedly told the **Los Angeles Times:** "I certainly will not step aside to make way for anyone else to take my job. And I plan to seek re-election in 1976, God willing, regardless of what Jimmy does."

■ Three organizations repres
ing more than **2,000,000 pu**
employees in the United St
have formed a coalition with
aim of achieving parity with
vate enterprise for workers in
public sector.

They are the National Educati
Association, the American Fe
ation of State, County and Mur
pal Employees, and the Inte
tional Association of Fire Figh
Other public service unions
expected to join the coalition.
three groups have establishe
national staff and have starte
coalition treasury. State coaliti
will be set up in as many state
possible.

A major goal of the coalition
federal collective bargaining
for public employees that will
national standards for bargain
affirm the right to organize;
create "rational" mechanisms
settling disputes.

■ **The Japanese Education M**
istry reports that the percentag
unemployed university and jun
college graduates in 1972 was
highest in 10 years. Surprisin
enough, 9.3 per cent of the clas
'72 **chose** to be jobless—an
crease of 3.2 per cent over the p
vious year and a 2.4-fold incre
over the past 10 years.

The trend toward voluntary une
ployment—an unpreceden
phenomenon in Japan—is seer
the result of economic and so
factors enabling young people
sustain a livelihood without w
ing. The Ministry suggests that
statistics mean a growing num
of young men and women are
fusing to be incorporated into
traditional close-knit social st
ture.

■ **Federal public service employees in Australia have been granted an increase in annual leave of from three to four weeks.** The original legislation to extend the vacation period was to apply only to public servants who are members of trade unions. After a defeat in the Senate, the legislation was amended to cover all public servants, whether members of a trade union or not.

The unsuccessful move was the first in a series aimed at winning public support for the trade union movement. It was followed by a government announcement that firms competing for civil engineering contracts tendered by the Department of Public works will be expected to be on good terms with trade unions. The Government declared that preference would be given to firms employing union labour and allowing union officials to police their sites, thereby ensuring that this condition be met.

Labour Minister Clyde Cameron is reported to be drawing up **a much wider code that firms will have to accept if they are to get contracts** (worth about $650,000,000 a year) from the Department of Public Works and the Department of Supply. The code is expected to stipulate that preference in awarding contracts will be given to companies willing to offer their employees benefits similar to those enjoyed by public servants, including four weeks annual leave and a commitment to a 35-hour workweek within three to four years.

■ An ILO expert working in Addis Ababa in 1964 noted the extent to which the umbrella was used in Ethiopia for religious purposes and as a status symbol. Up till then, all umbrellas were imported. **Foreseeing the possibilities of national production,** the expert raised funds locally and opened a workshop hiring 25 workers.

The plant now meets the country's needs by employing 300 workers, of whom 95 per cent are blind, deaf or disabled. But their duties are so divided that **the various handicaps, far from hindering production, are complementary to one another** and combine for a harmonized output. Profits are ploughed back into the plant, which will soon start producing dry cells.

■ The current labour boycott against the Shell Oil Company of New York and the strike's consequent endorsement by the AFL-CIO, reflects organized labour's growing concern for environmental issues.

The Oil, Chemical and Atomic Workers' International Union struck Shell when the company rejected union proposals designed to give employees a voice in matters affecting their health and safety at work. Health and safety provisions were included in contracts the union signed with other major oil companies.

Labour's stand is backed by 14 environmental groups that believe the fight for a better environment must go on, both inside and outside the workshop.

The issue is likely to be very high on the United Auto Workers' list of bargaining priorities this summer. The auto workers will demand that regular checks for health hazards be made in the plant by qualified industrial consultants, and that workers be provided with the findings of these surveys. The UAW is also likely to pressure the auto companies into paying for relevant physical examinations and medical tests for their employees, and into giving the latter free access to all company records of mortality and injury sustained in the plant.

■ The first national conference of the Australian Women's Electoral Lobby (WEL), held recently in Canberra, highlights the **growing importance of women's issues in Australian politics.**

The 350 delegates from each Australian state and territory met to discuss future action on a wide range of proposals for reform in social services, employment, education, consumer protection, the environment and the law. The conference was a follow-up to the Lobby's successful work in the 1972 federal election campaign, which saw an Australian Labour Party government elected on December 2, 1972, for the first time in 23 years.

Though opinions vary on the extent of WEL's influence in determining that result, it is generally conceded that **the organization promoted a public awareness of the need for reform in some areas of special concern to women, and was successful in making these issues important to politicians.**

Australian women were among the first in the world to get the vote, but 1972 was the first time they had organized a regular, sustained lobby to pressure election candidates into committing themselves to work for reform.

The impact of WEL has been significant. Many of the reforms the organization pressed for during the elections were given high priority and were implemented soon after the new Government took office. On its second day in office it removed the tariff and sales taxes on oral contraceptives, and lifted the ban on advertising of contraceptives in the Australian Capital Territory. The federal Government reopened the case for equal pay for work of equal value, and on December 15, 1972, the Conciliation and Arbitration Commission accepted this principle.

Early in January 1973 it was announced that women employees in the federal public service would be allowed 12 weeks paid maternity leave and 40 weeks additional unpaid leave without risk of loss of seniority or tenure. The Minister for Social Security, Bill Hayden, said also that social service benefits would be extended to unmarried single mothers and de facto wives.

WEL was launched in March 1972 in Melbourne, with an initial membership of 10. Less than a year later, the organization had 22 branches throughout Australia, and a financial membership of more than 2,000.

WEL is not affiliated with any political party, but was formed because a growing number of Australian women had become aware that issues affecting them in their personal, family, and working lives were consistently ignored in the political process.

WEL is characterized by a high degree of co-operation and willingness to work among its members, and this co-operation has been especially effective on a national level.

■ Top-paid workers at a factory in Britain relinquished a $2.25-a-week pay increase recently so that their lower-paid colleagues could have the money.

Shift workers at the Carnation Foods factory in Dumfries had been offered an additional $8.02 a week in a new pay settlement, while day workers had been given an extra $5.77. But the higher-paid group agreed with the Transport and General Workers' Union that the offers should be switched around. So did the company, which employs 165 TGWU members at its factory, though it will have to pay out exactly the same amount as before.

Gordon Tremble, TGWU area secretary, said: "I'm more than delighted with the agreement. These men are a shining example to any trade union group. It has been their policy in the past few years to try to reduce the difference between the higher- and lower-paid workers."

■ A recently completed study of corporate leadership changes during three economic recessions since 1950 suggests that **company management reacts to bad times by putting either "rebels" or "conformists" in the top spot.**

Eugene Jennings of Michigan S University concludes from study that companies tend to spond to stressful situations (1) appointing comparativ older men to the top spot, v the intention of using their exp ence to get the firm back on a track; or (2) putting comparati younger men in that position v a view to encouraging innova in areas that other firms may overlooking.

During periods of economic pansion in the '50s and '60s, example, about 8 per cent of top positions were filled eithe men more than 15 years your than the departing boss, or men five years younger or o than their predecessors—in o words, by comparatively older ecutives. But during recessi this percentage doubled. At same time, the number of c executive appointments am the middle-age ranges shrank preciably.

"We are apt to agree on what k of managers we want in a gro situation," says Jennings, "but disagree violently on who is best manager in a shrink ec omy. We fall apart ideologic when it comes to paring the fat

Though younger and older pointees may share a great dea industrial know-how and tec cal competence, they don't ne sarily act similarly. The older r tends to search for security trusted patterns, while younger executive chooses to s success by doing things his c petitors are not doing.

CRLA BRIEF

AnArctic railway should be considered instead of the proposed northern oil and gas pipeline, according to the Canadian Railway Labour Association. In its annual submission to the Government, presented March 6, the CRLA held that the failure to consider alternative modes of transportation "appears to result from the assumption that northern development is identical to the extraction of the oil and natural gas wealth in that area." The CRLA referred Transport Minister Jean Marchand to a study undertaken at Queen's University that supported the feasibility of the railway.

The CRLA expressed support for the railway, giving several reasons for its construction; a long-run evaluation, said the brief, would show the advantages of a general carrier over a specific carrier such as the pipeline. Pointing out that a pipeline can carry only 2 commodities at a time, the submission noted the capability of a railway to carry goods varying in size, shape and weight. Development of the north will require the shipment of goods from south to north, the submission continued, and a pipeline cannot accomplish this. The railway could be built using Canadian manpower, and would thus serve to stimulate further economic development in the region.

In a general statement **on the National Transportation Policy, the CRLA said that the needs of the Canadian public were not being met.** "For example," the submission said, "the policy should be directed toward the fullest use possible of Canadian transportation facilities in the movement of our natural resources to export positions." The CRLA added that "the movement of Canadian natural resources should be restricted to Canadian modes of transport using Canadian routes wherever possible."

In other aspects of Canadian transportation, the brief called for the maintenance of a railway passenger system, adoption of regulations governing the transport of dangerous commodities, and introduction of tolls favouring Canadian and U.S. flag ships over foreign ships on the St. Lawrence Seaway. **The recommendations for establishment of a Canadian merchant marine and a shipbuilding industry were endorsed, as were the main recommendations of the Darling Report on coastal shipping** (LG, April, p. 200).

Specific improvements called for in railway law included a demand that the CRLA be allowed to determine the reported cause of railway accidents and to ensure that adequate steps are taken to prevent a recurrence. Other points called for increased funds for the Railway Grade Crossing Fund and restrictions on the building of private road crossings.

The CRLA, noting the current rate of inflation, claimed that **in present railway negotiations "we need to obtain a wage increase of about 10 per cent merely to maintain the real income of railway employees at the same level as it was 2 years previously.** Any net gain in wages would have to be in excess of that amount."

"Simply put," the report continued, "the Government has been expanding the economy at too rapid a rate and the Bank of Canada has been expanding the money supply at a totally excessive rate." The brief listed 3 reasons why inflation was not higher last year: a high savings proportion of income by Canadians, low business investment because of economic uncertainties in the U.S., and a deficit in the Canadian foreign trade balance. These acted to counterbalance the increased domestic demand, but "none of these 3 factors was supported by the Government's policy," the submission noted.

Turning to unemployment, **a demand was made that the Government deal with unemployment among all persons, not concentrating only on the heads of families.** "We fail to understand the logic that lies behind the spring budget of 1972 in terms of its claim to reduce unemployment," the brief said. Measures adopted at that time, it was claimed, did not follow the traditional and proven mode of lessening unemployment—by the stimulation of aggregate demand. "It would appear," the report said, "that the effect will be to stimulate firms to invest in new labour saving equipment, thus reducing the demand for labour and creating more unemployment."

Provision of a guaranteed an income for Canadian citiz based on the negative income principle, was endorsed. Cost the program need not be high, report said, since the GAI coul adjusted to any level. The C sees the plan as an incentive low income persons to raise t incomes and better their stand of living. Also, by replacing s of the present welfare plans, would reduce government adm istrative costs. The submiss called for a universal GAI plan, excluding persons on the basi marital status, sex, or any o reason.

The Unemployment Insura Plan received the support of submission, which noted that present rate of unemploym would be much higher tha

rw is except for the unemployent insurance program that is rw being so severely criticized. lis program has helped to maintn a minimum level of purchasig power in the Canadian econcy, and with it jobs." Irprovements in the plan were siggested, however, including e-mination of the 2-week waiting p-iod before benefits become pyable, and a change in the c«use that now disallows paymnts to workers unemployed bec«se of labour disputes. Hopes wre expressed by the CRLA that th Unemployment Insurance Pln, when supplemented by a guranteed annual income, might b converted into an income maintenance plan for workers in sesonal jobs.

Inhousing, the submission welcned federal, provincial, and mnicipal participation in land acqsition for new communities as a vay to reduce the "unconsonable profits" being taken by spculators. Scrutiny will be given, th submission noted, to governmnt plans to change the National Housing Act to provide for assised home ownership, and coprative and non-profit housing prjects. A call was made for mrtgage interest payments to be deuctible for income tax purpoes and that consideration be givn to compelling pension trust fuds to invest in mortgages in orde to bring down interest rates. Removal of the 11 per cent sales tax on building materials and adoption of a national building code were also recommended.

Extnsion of the Medicare Act was caled for to cover preventive heth care, inoculations, vaccinatios, x-rays and diagnostic procedues, orthopedic services, physiotherapy and chiropractic treatmet, out-patient services, dental and optical services, mental health treatment, and drugs. Prohibition of deterrent doctors' fees and establishment of community health centres throughout Canada were other proposals.

Encouragement should be given to early retirement, according to the submission, by "looking at the possibility of providing reduced early retirement benefits under the Canada Pension Plan starting at age 60, and full Old Age Security benefits at the same age." Inclusion of an escalator clause in all pension plans was proposed, with government removal of the current 2 per cent ceiling on the adjustment of Canada Pension Plan earnings to set the pace for private pension plans. An increase in the basic Old Age Security Pension was recommended in combination with reinstatement of the escalator clause provisions.

Dealing with other areas, the brief pointed out the advantages of an Arctic railway over a pipeline from an environmental point of view. Mass transportation studies were urged to examine the possibility of improved railway use in future by developing new passenger equipment, providing station facilities, and holding abandoned rail right-of-ways in urban areas. Representation was made also for Canada to approach the United States with a proposal for reciprocal agreements that would exempt employees of international transportation companies.

REPLY

Cabinet ministers present to reply to the CLRA were John Munro, Labour Minister; John Turner, Finance Minister; Jean Marchand, Transport Minister; Marc Lalonde, Health and Welfare Minister; and Robert Andras, Minister of Manpower and Immigration. Turner, noting the service nature of the railways, stressed the relationship between railway growth and the development of other industries. **He emphasized the importance of Canada's trade position in relation to the welfare of her industries, and cited the importance of foreign trade as being evidenced by the fact that 25 per cent of all goods carried by rail are for export trade.**

The Government is studying the concept of an Arctic railway, as proposed by the CRLA, according to Transport Minister Marchand. He foresees rail transport as taking increased importance in the future, not only in freight movement, but also in passenger service. **Marchand affirmed that action on the Darling Report on coastal trade will be forthcoming as soon as discussions can be held with the provinces.** "At present," he indicated, "Canada is the only country that allows foreign ships to trade along her coast."

Health and Welfare Minister L
londe said an announceme
would be made shortly on
proposal for trial implementati
of a guaranteed annual inco
plan. An evaluation of this p
would later be done, he said, r
ing the plan on its financial sec
ity combined with the degree
which the initiative to work is p
served. **Earlier retirement is a co**
mon goal of Government and
bour, he said, but the high cost
lowering the age level must
considered. He estimated th
lowering the retirement age to
would cost between $195 a
$283 million. Noting the conce
expressed over rising health co
Lalonde stated that the ma
problem may not lie in the fee-f
service arrangement, since or
third of all doctors in Canada
already on a salary basis. He
vealed that **the provinces will**
given more freedom in health ca
in an attempt to cut costs.

Manpower and Immigration Mi
ister Andras indicated some of t
problems in lowering Canad
unemployment rate. He claim
that more people are now leavi
their jobs "without cause" than
any time in the past, and that t
factor worsened an already serio
matter. He did, however, defe
the value of the Unemployme
Insurance Act, despite the abus
that have taken place.

The presentation ended after
summation by CRLA Chairman
C. Y. McGregor in which he urg
further study on an Arctic railwa
He also spoke for subsidization
commuter trains for urban tra
portation and criticized the p
for Short Take-Off and Landi
(STOL) commuter aircraft as n
being feasible.

YOU SAID IT...

WOMEN

"I history, women have played every role that man has ever played ... and the only person to receive the Nobel award twice was Marie Curie."
Clare Boothe Luce, **Encyclopaedia Britannica**

NATIONALISM

"1835 was the key year in the history of the Canadian labour movement ... In that year it became apparent that the Canadian labour movement would probably never be Canadian, that it would—for the foreseeable future—continue to be dominated by American unions."
Irving Martin Abella, **Nationalism, Communism and Canadian Labour**

UNIONS

"It intolerable arrogance to suggest that, although all groups in society should come under the scrutiny of the elected representatives, labour should be exempt. The trade union movement has proved its work worth. Why does it have to be defensive?"
Labour Minister John Munro, **The Globe and Mail**

ENERGY

"The most immediate challenge facing North Americans today is not starvation or pollution or social unrest. It is that our demands for energy have been doubling every 10 years."
J. Tuzo Wilson, **Macleans Magazine**

STRESS

"It is much more important to know what sort of patient has a disease than what sort of a disease a patient has."
Sir William Osler

BANK OF CANADA

Rising prices are once again posing a serious threat to the economy, says the Bank of Canada in its annual report for 1972.

MULTINATIONALS

"Multinational corporations have shaken off the traditional sources of countervailing power. They've outgrown trade unions, consumer groups, local and state governments."
Harvey D. Shapiro, **The New York Times Magazine**

PROTEST

"I believe that the public always participates in major public policy decisions. But if constructive opportunities are not evident early enough, citizens often find their only avenue is to protest."
Desmond M. Connor, **Habitat**

POLITICS

"The popular will is expressed through politics ... The elected representative of the people, who makes a trade of politics but who makes no claim to total knowledge or wisdom, must be provided with optimum liberty to decide what set of relationships ought to prevail, which, stabilized at a chosen level, constitute the goals of government."
Gordon Robertson, **The Changing Role of the Privy Council Office**

LEGAL DECISIONS

Ontario High Court granted injunction against the Seafarers International Union of North America.

This was an application for injunction by the Plaintiff, Charterer of the vessel "S.S. Pampero", to prevent the Defendants from picketing at or adjacent to the entrance of the Seaway Terminal yard in Hamilton, where the vessel was berthed. The application also asked that the Union be enjoined from picketing at all other ports in Ontario, and from inducing or attempting to induce breaches of contract between the Plaintiff and others, from inducing or attempting to induce an unlawful strike by any persons engaged in unloading the vessel.

The dispute that lead to the picketing of the ship arose when it arrived from Nova Scotia, with a load of gypsum to be unloaded in Hamilton.

Under the Canada Shipping Act, ships other than those carrying Canadian registration are prohibited from engaging in coastal trade between Anticosti Island and Thunder Bay, Ontario. The union felt that the Canada Shipping Act did not go far enough when it barred non-Canadian ships from trading between Anticosti Island and Thunder Bay, but at the same time permitted them to operate in the Great Lakes. The Pampero was not a Canadian registered ship and its crew were not members of the S.I.U.

The Union was picketing against the Government for its lack of action in amending the Canada Shipping Act to prevent foreign registered ships from operating the Great Lakes when Canadian seamen were unemployed. It was, and had been the Union's contention for many years, that ships bearing Commonwealth and foreign registration should not be permitted to transport cargo from one Canadian port to another in the Great Lakes.

The picketing in Hamilton was peaceful and there was no interference with anyone coming or going from the area at or adjacent to the Seaway Terminal entrance. The picketers were carrying signs which says "Non-Canadian ship carrying Canadian cargoes is unfair to unemployed Canadian Seamen".

The Union contended that since they had no effective means of continuing the protests against the ship's presence in Canada, it could only demonstrate its opposition at the locations determined by the whereabouts of the ship itself. Moreover, the picketing activit were confined to communicat the substance of their protests those persons who had deali with the ship and its owners, a the public in general where t ship had berthed.

As a result of the picketing, me bers of the Hoisting Enginee Union who were employees of t Seaway Terminals, refused to cr the picket line. The ship w unable to unload since there we no Hoisting Engineers to opera the cranes.

In granting the injunction, Mr. Ju tice Cromarty said that one of t objectives of the picket line was induce members of other unio not to work the ship which, doubt, would have caused t Plaintiff to suffer financial dama and would have seriously i peded the Plaintiff's ability keep the ship in operation. Th type of picketing he said, was us ally referred to as "Seconda Picketing" and in most cases is picket line at some other place mote from an employer's place business secondary to the pick line established threat.

It was, however, settled law in t Province of Ontario that seco dary picketing was illegal per se was decided in HERSEES OF WOO STOCK LTD. V. GOLDSTEIN, in whi

was held that while the Union s exercising a common law t to peacefully communicating rmation, the company against om there was no dispute also a right to trade without undue rference. Similarly in HEATHER L APPLIANCE LTD. ET AL. V. CORMACK ET AL, it was held that eeting, however, peaceful, of premises of an employer re there was no dispute be- en him and the picketers or een him and his employees a per se unlawful.

Ellis and Co. Ltd. V. Willis et ntario High Court, October 2, . CLLC14, 156. Prepared by Le- Research Division, Legislative arch Branch.)

rario High Court granted in- tion barring Toronto Board of ation from claiming that col- ve agreement no longer in ef- c

i was a representative action ehalf of some 400 employees oronto Board of Education were engaged in the Main- nce and Construction Depart- t. They were individual mem- r of fourteen unions, and all ns were members of the To- Building and Construction aes Council, which acted as llctive bargaining agent for all oyees represented by the ns.

Council had entered into a llctive agreement with the d effective from January 1, to December 31, 1972, and wable automatically from to year thereafter unless ter- nted or amended. If it was the of either party to amend or rminate the agreement, notice in rit g must be given no less than dys but not more than 60 days fore the termination date, and the parties must commence bargaining in good faith. The old agreement was to remain in force until a new agreement has been reached.

On November 5, 1971, the Council advised the Board that it wished to amend the agreement. Several rounds of meetings between representatives of the Council and the Board failed to produce a new agreement, and on June 7, 1972, the Board's solicitor wrote to the Council outlining the Board's position as follow:

"In view of the difference between the parties not only as to the issue of wages, but also in regard to the status of the former collective agreement, the Board would advise that the agreement dated January 1, 1970, has expired and that no collective agreement is in effect. In such a case there is no obligation to honour the provisions of the former collective agreement. It is the Board's intention therefore, to implement its wage proposal effective June 5, 1972 both with respect to present and future employees."

The letter went on to say that while there was no contractual obligation, it was the Board's intention to continue the benefits which were in effect at that time. However, it does not intend to continue any of the administrative provisions of the former agreement such as grievance procedure and other related matters.

As a result of the letter, the Council brought a class action for an injunction to prevent the Board from departing in any way from the terms of the previous collective agreement, and to continue negotiations until agreement has been reached for a new contract.

In its defence the Board contended that the Court lacked jurisdiction in the matter, because it involved an interpretation of the provisions of a collective agreement and the Court's jurisdiction had been ousted by the provisions of the Labour Relations Act, the Rights of Labour Act and the collective agreement itself.

The Council on the other hand submitted that the action was brought to protect the employees who were merely trying to maintain their rights under the collective agreement.

In granting the injunction, Mr. Justice Stark of the Ontario High Court said that the Courts have been almost unanimous in holding that the interpretation of or meaning of a clause in a collective agreement was a matter for arbitration. But where there was a question as to the existence of a collective agreement, or where the question was related to the existence of contractual relations between employees and employer, the Rights of Labour Act was no bar to an action where a prima facie case has been presented. Under the Ontario Labour Relations Act, the continuance of collective agreements from year to year is not prohibited. The primary concern of the section was the fixation of minimum terms and not maximum terms. And in any event said the Judge, one year had not yet elapsed since the completion of the first agreement, and he had reached the conclusion an injunction should be granted.

(Ferguson and Fitzsimmons V. Toronto Board of Education. CLLC 14, 153. Ontario High Court, July 10, 1972. Prepared by Legal Research Division, Legislative Research Branch.)

RAILWAY ARBITRATION

Five cases were heard by the Railway Office of Arbitration in February. Three were dismissed and two were allowed.

Case No. 394. Dispute between Burlington Northern (Manitoba) Ltd. and the United Transportation Union over whether a job should have been declared vacant.

The union contended that the position left vacant by the promotion of a fireman-helper should have been bulletined. The company contended that there was no need to advertise the position because it was redundant.

The arbitrator, in making his judgement, explained that the real issue was whether or not there was a vacancy that the company was required to bulletin. Generally, a vacancy is created when there is a job to be performed, and there had been a job for the employee because of a collective agreement between previous unions and a previous company.

The company, however, has the right to decide when a position is redundant; and because, in their opinion, the position no longer existed, it was not necessary to bulletin it. The grievance was therefore dismissed.

Case No. 395. Dispute between British Columbia Railway and the Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks over dismissal of an employee.

The company dismissed an employee for drinking when he should have been on duty. The union said that the dismissal was unwarranted and requested his reinstatement.

The employee had gone "home for a bite to eat" and did not return. At a later investigation into his failure to return to work, he testified that he "fell asleep outside." He avoided a second investigation concerning the use of intoxicants when on duty.

The arbitrator pointed out that there was no doubt that the employee was in the hotel at about mid-afternoon. Although the friends who were with him reiterated his statement that he had not been at the hotel until after his quitting time at 3:30 p.m., his car had been seen outside the hotel before 3:00 p.m.

In handing down judgement, the adjudicator disallowed the argument that the man had already been tried twice for the same offence. He concluded that he had been drinking on duty, with "complete disregard of his obligations to his employer." The grievance was dismissed.

Case No. 396. Dispute between Canadian Pacific Limited (Prairie Region) and the United Transportation Union over the layoff of an employee.

The union said that a brakeman on a reduced crew had been laid off and thus was entitled to payment for trips he would have otherwise worked. The company contended that the brakeman was not entitled to laidoff status.

The grievor, who had been d placed when a more senior bra man returned from sick leave, w entitled to other work because the reduction in his crew and seniority. A physical disabil however, made it impossible him to take on other assignme to which he was entitled.

The arbitrator said it was the d bility that had resulted in the l off and not the reduction in cr size. The grievance was dismisse

Case No. 397. Dispute involv the Canadian National Railw Company and the United Tra portation Union over a request crew reduction.

The company decided to redu by one brakeman the crew of "Super Continental" passen trains operating between t cities. The union said that a quate safety would not be ma tained and that there would b burden on the reduced crew.

The union cited these areas concern: flag protection; seat of passengers; leaving the ve bule unattended; ensuring t passengers are seated when t train is moving; assisting passe gers—especially children and ol people—in moving between ca and dealing with hot box wa ings. After studying the issu raised by the union concern safety, the arbitrator conclud that the reduced crew could p vide adequate safety precaution

On the second question—that placing an additional burden the reduced crew—the union ferred to: the possibility of con sion at the time of entraining a detraining passengers; setting and picking up of cars; clear switches in winter; baggage ha dling; dealing with passenger d turbances; and operating the he ing and air conditioning units.

The arbitrator pointed out that the quality of service was beyond his jurisdiction, but he concluded that adequate safety could be maintained without unduly burdening the reduced crew. The company's request was allowed.

Case No. 398. Dispute between Ontario Northland Railway and the United Transportation Union over reduction of a yard crew.

The company wanted to reduce a three-man yard crew to two men. The union contended that it could not be done without sacrificing adequate safety, citing specifically the safety of passengers and trespassers who crossed the tracks, the safe movement of cars, and the maintenance of sight lines.

The arbitrator concluded that a reduction in the crew might reduce productivity, and the company was prepared to accept that. He pointed out that any crew assigned to the work would be responsible for the safety of the people who crossed the tracks. The request of the company was granted.

DECISIONS OF THE UMPIRE

CUB 3171

A caretaker in a tree nursery for the Ontario Department of Lands and Forests filed an application for benefit November 13, 1971, stating he was employed in that capacity from April 28 to October 30, 1971, when he stopped working because of a job shortage. He said he was employed part time with his regular employer, who reported to the District Office of the Commission on November 17 . . . that the claimant was not separated but, on October 30, his work pattern was changed from full time to part time, that his normal weekly earnings were $2.77 an hour, and that he earned $115.23 in the last calendar week in which he worked full time.

The payroll clerk in the Department of Lands and Forests advised the Commission on November 24 that the claimant had been employed full time, 40 hours a week, for the period June 21-October 30, 1971, and since then with no break in service, 20-hours a week. The Department had not released his contribution record as he had not been terminated. On February 2, 1972, the employer informed the district office that since October 30, 1971, the claimant had been employed 40 hours every two weeks and had worked in each calendar week subsequent to that date.

On February 3, 1972, the insurance officer told the claimant he had not established his right to benefit as he had not proved there had been an interruption in his earnings as required by Sec. 17 (2) of the Act and defined by Regulation 148, because "he was continuing to work for his last employer."

The claimant appealed this decision to the board of referees on February 5 stating, inter alia, that married women who work for the Department of Lands and Forests for the same length of time as he did, earning the same wages, and whose husbands' salaries were between $6,000 and $8,000 yearly, "received more in benefits than he did working 20 hours a week."

The board of referees met on March 2, 1972, in the absence of the claimant. After reviewing the file, they concurred with the insurance officers' findings.

They came to the conclusion that in this case, the claimant was being disallowed, over a long period of time, partial benefits that were due to him, and decided by unanimous vote to entertain the appeal.

On March 14, the insurance officer appealed to the Umpire.

The text of the grounds for appeal presented on April 24, 1972 by the Chief, Entitlement Determination of the Commission, follows:

"The question at issue in this appeal is whether the claimant has had an interruption of earnings from employment as required by Sec. 17(2)(b) of the Unemployment Insurance Act (1971) and defined by Regulation 148(1). We submit that the board of referees erred in its decision allowing the claimant's appeal on this question.

"In order for the claimant to establish an initial benefit period upon the filing of his claim on November 7, 1971, an interruption of his earnings from employment must have occurred. Such requirement of Sec. 17(2)(b) and 19 of the Act is fulfilled when, in accordance with Regulation 148(1), an insured person has a layoff or separation from his employment and has a period of at least seven consecutive days during which he did not perform any work for his employer and in respect of which no earnings from that employment are payable or allocated.

"The evidence clearly shows that the claimant worked full time, forty hours a week, as a caretaker from June 21, 1971 to October 30, 1971 when his employment was reduced to part time, twenty hours a week, with no break in service. On February 2, 1972, the employer confirmed that the claimant had continued to work forty hours every two weeks since October 30, 1971 and that he worked in each calendar week subsequent to that date. In his letter of appeal to the board of referees the claimant indicated that he is working twenty hours a week with his employer.

"In view of the foregoing, it is obvious that the claimant has not had an interruption of earnings from employment in accordance with Regulation 148(1); consequently, he cannot qualify for the receipt of benefit.

"The board of referees, although finding that the claimant did not have a period of seven or more consecutive days of no work or earnings arising from his employment, nevertheless allowed the claimant's appeal. The board's decision appears to be based on a consideration that the claimant should not be denied partial benefits over a long period of time. It is submitted that such a consideration is irrelevant and not applicable to the question at issue as it is not a factor under Regulation 148(1) in determining whether an interruption of earnings from employment has occurred.

"In the opinion of the Comm sion, the board of referees' d sion, if allowed to stand, may able the claimant to qualify for receipt of benefit without fulfil the requirements of Sec. 17(2 of the Act. As held by the Um in many previous decisions, provisions of the Act and Re lations must be applied as writ and must be met in order fo claimant to qualify for ben (CUBs 399, 2053, 2117, 2198, 2 2483).

"We therefore submit that the cision of the board of refe should be reversed."

When the law is clear and un biguous, the Umpire ruled, nei the board of referees nor the pire has any right to refuse to ply its express provisions; even strict interpretation of it may se unjust.

In the present case, Sec. 17(2 of the Act required that in orde receive benefits the claimant m have an interruption of earni from employment, and Regulat 148(1) defines interruption earnings as involving a separat from employment with a perio seven or more consecutive d during which no work is p formed for the employer and in spect of which no earnings a from that employment.

On the facts of the present cas is indisputable that there was separation from employment any period of seven consecu days without earnings or empl ment, so there is no way in wh the claimant's claim can allowed. The decision of board of referees was clearly in ror, and the appeal of the ins ance officer is allowed.

CERTIFICATION

The Canada Labour Relations Board met for seven days during February. The Board granted ten applications for certification, received two, permitted the withdrawal of three, and ordered three representation votes. It issued Reasons for Judgment in granting one of the applications. The Board granted five requests for review and one application for revocation of certification. During the month, the Board received 12 applications for certification and four requests for review.

Reasons for Judgment issued. In certifying the Public Service Alliance of Canada as the bargaining agent of a unit of field staff employees employed throughout Canada by The Company of Young Canadians. The decisions followed a hearing conducted by the Board on January 18 and February 13, 1973. (Reasons for Judgment issued as Supplement No. 1, 1973) (LG, Feb., p. 110).

Applications for certification granted. Air Crew Association Canada was certified as the bargaining agent of unit of flight crew personnel employed by Wardair Canada Ltd. in its international operations (LG, Feb., p. 110).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent of a unit of employees of Murray Hill Limousine Service Ltd., Montreal, Qué., comprising mechanics and drivers (LG, Feb., p. 110).

Local 9-892, Oil, Chemical and Atomic Workers' International Union, was certified as the bargaining agent of a unit of employees of Kleysen's Cartage Co. Ltd. employed at its terminal in Esterhazy, Sask. (LG, Feb., p. 110).

Syndicat des Employés du Quai Golden Eagle (CSN) was certified as the bargaining agent of a unit of clerks and dock hands employed at the Golden Eagle pier at St. Romuald, Qué., by Oceanic Tankers Agency Limited (LG, Feb., p. 110).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent of a unit of employees of the British Columbia-Yukon Railway Company, Vancouver, B.C., employed in the preparation and serving of food at its eating house at Bennett, B.C., and its section houses at White Pass and Pennington, B.C. (LG, March, p. 176).

Carpenters' Local 1325, United Brotherhood of Carpenters and Joiners of America, was certified as the bargaining agent of two separate units of employees employed in the District of MacKenzie in the Northwest Territories comprising employees of Multibuilt Industries Ltd., Edmonton, Alta., and employees of Con-Force Products Ltd., Edmonton, Alta. (LG, March, p. 176, April, p. 251).

The Public Service Alliance of Canada was certified as the bargaining agent of a unit of engineers employed by the Freshwater Fish Marketing Corporation, Winnipeg, Man. (LG, March, p. 176).

International Longshoremen's Association, Local 1976, was certified as the bargaining agent of a unit of freight handlers and longshoremen (stevedores) employed by Canadian National Railways at the Port of Mulgrave, N.S. (LG, April, p. 251).

Representation votes ordered. The Board has ordered a representation vote in an application for certification made by Teamsters' Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America affecting a unit of 30 employees

employed jointly by The British Yukon Railway Company, Vancouver, B.C. and the British Columbia-Yukon Railway Company, Vancouver, B.C. The Brotherhood of Maintenance of Way Employees, bargaining agent of the employees affected, intervened to contest the application. George W. Rogers, Canada Department of Labour, Vancouver, B.C., has been appointed returning officer to supervise the vote in which the names of both unions appear on the ballot (LG, Feb., p. 110).

The Board has ordered a representation vote in an application for certification made by Local 636, International Brotherhood of Electrical Workers affecting a unit of 47 employees of Rogers Cable T.V. Limited located at 51 Beverly Hills Drive, Downsview, Ont. A group of 33 employees intervened to contest the application. Kenneth Hulse, Canada Department of Labour, Toronto, Ont., has been appointed returning officer to supervise the vote in which only the name of the applicant will appear on the ballot (LG, Feb., p. 110).

The Board has ordered a representation vote in an application for certification made by the National Association of Broadcast Employees and Technicians affecting a unit of 126 employees of CFTO-TV Limited, Agincourt, Ont. The International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Motion Picture Studio Production Technicians, Local 873, bargaining agent of the employees affected, intervened to contest the application. Kenneth Hulse, Canada Department of Labour, Toronto, Ont. has been appointed returning officer to supervise the vote in which the names of both unions appear on the ballot (LG, March, p. 176).

Applications for certification rejected. Canadian Association of Broadcast Employees, applicant, Niagara Television Limited, Hamilton, Ont., respondent, and the National Association of Broadcast Employees and Technicians, intervener. The Board rejected the application because it was not satisfied that the applicant is a trade union within the meaning of Part V of the Canada Labour Code (LG, Jan., p. 58).

Syndicat des Employés de Centeast Auto Terminal Inc. F.C.A.I., applicant, Centeast Auto Terminal Ltd., Lachine, Que., respondent and Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener. The Board found that the operations of the respondent company by which the employees in the proposed bargaining unit are employed are not a work, undertaking or business to which the provisions of Part V of the Canada Labour Code apply, and rejected the application accordingly (LG, March, p. 176).

Applications for certification withdrawn. Miscellaneous Workers, Wholesale and Retail Delivery Drivers' and Helpers' Union, Local 351, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, B.D.C. Ltd., Vancouver, B.C., respondent, and Roger Williams, et al., intervener, (LG, April, p. 251).

Brotherhood of Locomotive E
neers, applicant, and Norfolk
Western Railway Company, W
sor, Ont., respondent (locomo
firemen-helpers, hostlers and
tler helpers, St. Thomas Divisio

Association des employés
CJLM Radio Joliette Ltée F.C
applicant, C.J.L.M. Radio Jol
Ltée, Joliette, Qué., respond
and le Syndicat général des C
munications (CSN) intervener
April, p. 251).

**Application for revocation of
tification granted.** The B
granted the application for r
cation of certification made
Lufthansa German Airlines
cerning the Board's Order of C
fication issued on January
1972, certifying the Internati
Association of Machinists
Aerospace Workers as the barg
ing agent of a unit of emplo
of Lufthansa German Airlines
ployed at Montreal Internati
Airport, Dorval, Qué. The barg
ing agent did not contest the
plication for revocation (LG, A
1972, p. 198).

Requests for review granted.
Board directed that its Orde
Certification issued June 3, 1
affecting the United Steelwor
of America, Local 926, and a
of employees of New Imp
Mines Ltd. (now Whitehorse C
per Mines Ltd.) employed in
Whitehorse Area of the Yu
Territory, be amended by dele
the name of New Imperial M
Ltd. wherever it appears the
and by substituting therefor
name of Whitehorse Cop
Mines Ltd. The request was m
jointly by the company and
certified bargaining agent
1968, pp. 276, 480).

Board directed that the Order of Certification issued July 17, 67, affecting the Syndicat National des Employés de Bureau du ct de Montreal (CSN) and a unit employees of National Harbors Board employed at the Port Montreal, be amended by adding to the inclusions, employees at Marshalling Yard classified as atcher and truck checker, and the exclusions, persons classified as chief dispatcher, (LG 1967, p247, 642; Nov. 1972, p. 593).

Board directed that three Orders of Certification issued on July 2,1968, certifying the Canadian rotherhood of Railway, Transport General Workers as the bargaining agent of separate units of ncensed crews, licensed crews, shore-based employees of M.I.L. Tug & Salvage Limited, Halifax N.S., be amended by deleting he name of M.I.L. Tug & Salvage imited wherever it appears herein and substituting therefor he name of Eastern Canada Towing imited (LG 1968, pp. 543, 595).

pplications for certification received. United Steelworkers of merica on behalf of a unit of employees of YK Super A Foods, Yellowknife, N.W.T. (Investigating Officer: R. F. Langford).

nternational Association of Machinists and Aerospace Workers on behalf of a unit of truck drivers nd aircraft refuelers employed by Consolidated Aviation Fueling nd Services of British Columbia imited, at the Vancouver International Airport, Richmond, B.C. (Investigating Officer: G. W. Rogers).

Teamsters' Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and warehousemen employed by Crown Moving and Storage, operated by Donald W. Murray Movers Ltd., Welland, Ont. (Investigating Officer: K. Hulse).

L'Association des Employés de Perron Transport on behalf of a unit of employees of Perron Transport Ltée Corporation, Giffard, Qué. (Investigating Officer: M. Archambault).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of separate units of licensed personnel and unlicensed personnel employed by Sarah Shipping Ltd., St. John's, Nfld., aboard its vessel M.V. "Sarah" (Investigating Officer: W. J. Gillies).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of three separate units of employees employed by Brazeau Transport Inc., Rouyn, Qué. (Investigating Officer: J. J. de G. Loranger), Champlain Sept Iles Express Inc., St. Hubert, Qué. (Investigating Officer: M. Archambault) and Salaberry Cartage Ltd., Drummondville, Qué. (Investigating Officer: J. J. de G. Loranger).

United Transportation Union on behalf of a unit of locomotive engineers employed by Norfolk and Western Railway Company, Windsor, Ont., in its St. Thomas Division (Investigating Officer: J. G. Hoba).

International Longshoremen's Association, Local 1845, on behalf of a unit of employees of Logistec Corporation, Division Arrimage, Montreal, Qué., employed in the loading and unloading of cargoes to and from coastwise ships in the Port of Montreal (Investigating Officer: S. T. Payne).

International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) on behalf of a unit of employees of British West Indian Airways International, Toronto, Ont., employed in Metropolitan Toronto and at Toronto International Airport (Investigating Officer: M. K. Carson).

Requests for review received. See "Requests for review granted" above, concerning the Canadian Brotherhood of Railway, Transport and General Workers and Eastern Canada Towing Limited (formerly M.I.L. Tug & Salvage Limited), Halifax, N.S., and Whitehorse Copper Mines Ltd. (formerly New Imperial Mines Ltd.), Whitehorse, Y.T. and the United Steelworkers of America, Local Union 926.

CONCILIATION

During February the Minister of Labour appointed conciliation officers to deal with the following disputes:

Canadian Pacific Limited, Montreal, Québec, and Canadian Pacific Police Association (representing police constables and sergeants) (Conciliation Officer: G. R. Doucet).

Canadian Pacific Limited, Montreal, Québec, and Canadian Pacific Police Association (representing security guards and security guards–firemen) (Conciliation Officer: G. R. Doucet).

REA Express (Canada) Ltd., Cooksville, Ontario, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: M. K. Carson).

Les Armateurs du St. Laurent Inc., Point au Pic, Québec, and Seafarers' International Union of Canada (representing unlicensed employees aboard the M/V "Maurice Desgagnés") (Conciliation Officer: S. T. Payne).

McDonald Trucking (Harrow) Limited, Harrow, Ontario, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officer: K. Hulse).

M. J. Campbell, Inc., Weston, Ontario, and General Truck Drivers' Union, Local 938 (Conciliation Officer: H. A. Fisher).

Continental Explosives Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers, Local 400 (Conciliation Officer: G. W. Rogers).

Whitehorse Copper Mines Limited, Whitehorse, Y.T. (formerly "New Imperial Mines Limited") and United Steelworkers of America, Local 926 (Conciliation Officer: R. F. Langford).

Canadian Pacific Railway Company (S.S. "Princess of Acadia"–Bay of Fundy Service), Saint John, N.B., and Seafarers' International Union of Canada (Conciliation Officer: R. Kervin).

Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 504 (clerical employees), Local 509 (technical employees), and Local 510 (shotfirers and examiners) (Conciliation Officer: C. A. Ogden).

Great Lakes Pilotage Authority, Cornwall, Ontario, and Public Service Alliance of Canada (Conciliation Officer: K. Hulse).

Aqua Transportation Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Seaman Section), Local 400 (Conciliation Officer: G. W. Rogers).

Rio Algom Mines Limited (No Section and Quirke Section), E Lake, Ontario, and United St workers of America (Conciliat Officer: T. B. McRae).

National Harbours Board, Québ Québec, and Brotherhood of R way, Airline and Steamship Cle Freight Handlers, Express and tion Employees (Conciliation O cer: M. Archambault).

Canada Catering Company L ited, Gander, Newfoundland, Retail, Wholesale and Departm Store Union, Local 1060 (Conci tion Officer: W. J. Gillies).

Denison Mines Limited, El Lake, Ontario, and United St workers of America (Conciliat Officer: T. B. McRae).

Alaska Trainship Corporati New Westminster, B.C., and Ca dian Merchant Service Gu (Conciliation Officer: A. A. Fra lin).

Settlements by conciliation o cers. Continental Explosives L Vancouver, B.C., and Canad Brotherhood of Railway, Transp and General Workers (Conci tion Officer: G. W. Rogers) (above).

Westinghouse Canada Limi (Atomic Power Division), P Hope, Ontario, and the Inter tional Union of District 50, All and Technical Workers of United States and Canada, Lo 14193 (Conciliation Officer: Hulse) (LG, April, p. 249).

Rivtow Marine Limited; Stra Barge Limited and Straits Tow Limited, Vancouver, B.C., and ternational Union of Operat Engineers, Local 115 (Conciliat Officer: D. H. Cameron) (LG, Ap p. 249).

-Span International Ltd., North couver, B.C., and International ion of Operating Engineers, Lo-115 (Conciliation Officer: D. H. neron) (LG, April, p. 249).

Air, Vancouver International ort, and Brotherhood of Rail-, Airline and Steamship Clerks resenting clerical employees he accounting and computer ices department, Vancouver) nciliation Officer: D. H. Cam-) (LG, April, p. 249).

oria Cablevision Limited, Vic-a, B.C., and International herhood of Electrical Workers, l 230 (representing technical loyees) (Conciliation Officer: . Cameron) (LG, April, p. 249).

rral Ontario Television Limited CO-TV; CKKW-AMM and A-FM), Kitchener, Ontario, National Association of dcast Employees and Tech-cins (Conciliation Officer: K. le) (LG, March, p. 177).

da Tungsten Mining Corpora-Limited, Tungsten, N.W.T., United Steelworkers of Amer-Local 953 (Conciliation Offi-R. F. Langford) (LG, Feb., p. 6).

oix de l'Est Limitée (Radio E), Granby, Québec, and le cat National des Employés Voix de l'Est (CSN) (Conciliation Officer: G. R. Doucet) (LG, p. 54).

smount Moving and Ware-ng Limited, Montréal, Qué-, and the Cartage and Miscel-neous Employees Union, Local Conciliation Officer: Marcel mbault) (LG, Dec. 1972, p. 1).

Messabec Limited, Montréal, Québec, and Canadian Marine Officers' Union (representing licensed engineers employed aboard M/V "Québec") (Conciliation Officer: J. J. de Gaspé Loranger) (LG, Dec. 1972, p. 641).

Dispute lapsed. Seaboard Express Lines Limited, Moncton, N.B., and Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76 (Conciliation Officer: R. L. Kervin) (LG, June 1972, p. 312).

Conciliation boards appointed. Manitoba Pool Elevators; National Grain (1968) Limited; Parish and Heimbecker Limited; Richardson Terminals Limited; Saskatchewan Wheat Pool; United Grain Growers Limited and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Lodge 650 (LG, April, p. 249).

Northern Electric Company Limited (Installation Western Region) and Communication Workers of Canada (LG, March, p. 177).

Conciliation board fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (representing employees of Traffic, Plant and Clerical Divisions) (LG, April, p. 249) was fully constituted with the appointment of Hugh G. Ladner of Vancouver as chairman. Mr. Ladner was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee G. S. Cumming, Q.C., and union nominee D. E. McTaggert, both of Vancouver.

Settlement reached by conciliation board. Télécable of Québec Inc., Québec, Québec, and Canadian Union of Public Employees (representing operating employees and salesmen) (LG, Feb., p. 107).

Conciliation boards not appointed. Canadian Arsenals Limited (Small Arms Division, Long Branch), Toronto, Ontario, and Canadian Union of Operating Engineers, Local 101 (LG, April, p. 249).

A. V. Carlson Construction Ltd., Edmonton, Alberta, and United Brotherhood of Carpenters and Joiners of America, Local 1325 (representing a unit of carpenters employed in the District of MacKenzie in the Northwest Territories) (LG, Nov. 1972, p. 595).

Bird Construction Co. Ltd., Edmonton, Alberta, and United Brotherhood of Carpenters and Joiners of America, Local 1325 (representing a unit of carpenters employed in the District of MacKenzie in the Northwest Territories) (LG, Nov. 1972, p. 595).

PUBLICATIONS IN THE LIBRARY

LIST NO. 289

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

ACCIDENT PREVENTION

No. 1—Great Britain. Committee on Safety and Health at Work. Safety and health at work; report of the Committee, 1970-72. London, HMSO [1972] 218 p.

CERTIFICATION

No. 2—Unit determination; recognition and presentation elections in public agencies; proceedings of a conference on public sector labor management relations, September 23-24, 1971. Los Angeles, Institute of Industrial Relations, University of California [1972] 110 p.

CIVIL SERVICE

No. 3—Spero, Sterling Denhard. Government as employer. Carbondale, Southern Illinois University Press [1972] 497 p.

COLLECTIVE BARGAINING

No. 4—U.S. Department of Labor. Division of Public Employee Labor Relations. Scope of bargaining in the public sector—concepts and problems; report submitted ... by Paul Prasow and others. Washington, GPO, 1972. 156 p.

CORPORATIONS

No. 5—Blair, John Malcolm. Economic concentration; structure, behavior and public policy. New York, Harcourt [1972] 742 p.

CORPORATIONS, INTERNATIONAL

No. 6—U.S. Office of Internationa Investment. The multinationa corporation. [Washington, GPO 1972. Contents: v.1. Policy aspect of foreign investment by U.S. mul tinational corporations.—U.S. mul tinational enterprises and the U.S economy.—Trends in direct invest ments abroad by U.S. multinatio nal corporations, 1960 to 1970.

DRUG ADDICTION

No. 7—Trice, Harrison Miller. Spi its and demons at work: alcoh and other drugs on the job [by Harrison M. Trice and Paul M. Ro man. [Ithaca], New York Stat School of Industrial and Labor Re lations, Cornell University, 197 268 p.

ECONOMIC FORECASTING

No. 8—U.S. Bureau of Labor Statis tics. Projections of the post-Vie nam economy, 1975. Washingto [GPO, 1972] 34 p.

ECONOMIC POLICY

No. 9—Fellner, William John comp. Economic policy and infla tion in the sixties [by] Phillip Ca gan [and others] With an intro duction by William Fellne Washington, American Enterpri Institute for Public Policy Re search [1972] 267 p.

No. 10—Nikolaieff, George A comp. Stabilizing America's eco omy. New York, H. W. Wilso 1972. 256 p.

ECONOMICS

No. 11—Rappoport, Paul N. Th dynamics of price and wag movements. Rev. [Columbu Ohio State University, Division f Economic Research] 1972. 1 v.

LOYEES—RATING

12—Williams, Michael R. Per-iance appraisal in manage-t. London, Heinemann [1972] o.

LOYMENT MANAGEMENT

13—Chruden, Herbert J. Per-nel practices of American panies in Europe [by] Herbert Cruden [and] Arthur W. Sher-. [New York] American Man-ement Association [1972] 148 p.

UTIVE ABILITY

4—Cleveland, Harlan. The fu-executive; a guide for tomor-managers. New York, Harper w [1972] 144 p.

RS OF LABOUR—JCTION

15—Ontario. Department of bur. Research Branch. The pressed work week in On-[Toronto] 1972. 12 p.

6—The reduced work week, a ntation by: Mr. Clive Button others] Career Assignment am, Course 72-2. [Ottawa? 1972. 27 p.

ME

17—Taussig, Michael K. Al-ative measures of the distribu-of economic welfare [Prince-N.J.] princeton University, trial Relations Section, 1971.

INDUSTRIAL PSYCHOLOGY

No. 18—Klein, Stuart Marc. Workers under stress; the impact of work pressure on group cohesion. Lexington, University Press of Kentucky, 1971. 123 p.

No. 19—Shepard, Jon M., comp. Organizational issues in industrial society. Englewood Cliffs, N.J., Prentice-Hall [1972] 449 p.

INDUSTRIAL RELATIONS

No. 20—Herding, Richard G. Job control and union structure; a study on plant-level industrial conflict in the United States with a comparative perspective on West Germany. [Rotterdam] Rotterdam University Press, 1972. 401 p.

No. 21—Milligan, Stephen. Industrial relations; Britain's battle for reform. [London, Economist Newspaper Ltd., 1971] 24 p.

No. 22—Woods, William Donald. The current industrial relations scene in Canada (1972). [Kingston, Ont., Industrial Relations Centre, Queen's University, 1972] 1 v.

INDUSTRIAL WORKERS OF THE WORLD

No. 23—Archer, Jules. Strikes, bombs & bullets; Big Bill Haywood and the IWW. New York, Messner [1972] 190 p.

INDUSTRY—SOCIAL ASPECTS

No. 24—Eldrige, John E. T. Sociology and industrial life. London, M. Joseph [1971] 230 p.

INSURANCE, DISABILITY

No. 25—Monroe, Stuart A. Disability, salary continuation, and the corporation buy-sell agreement. Lynbrook, N.Y., Farnsworth Pub. Co. [1971] 127 p.

JOB ANALYSIS AND SPECIFICATION

No. 26—Paterson, Thomas Thomson. Job evaluation. London, Business Books Ltd. [1972] 1 v.

LABOUR ORGANIZATION

No. 27—Harrod, Jeffrey. Trade union foreign policy; a study of British and American trade union activities in Jamaica. [1st ed. London] Macmillan [1972] 485 p.

No. 28—Robertson, N., comp. British trade unionism; selected documents [by] N. Robertson and K. I. Sams. With a foreword by George Woodcock. Oxford, Blackwell [1972] 2 v.

LABOUR UNIONS

No. 29—Garside, W. R. The Durham miners, 1919-1960. London, Allen and Unwin [1971] 544 p.

LAYOFF SYSTEMS

No. 30—U.S. Bureau of Labor Statistics. Major collective bargaining agreements; layoff, recall, and worksharing procedures. Washington, GPO, 1972. 84 p.

MANAGEMENT RIGHTS

No. 31—Baer, Walter E. Discipline and discharge under the labor agreement. [New York] American Management Association [1972] 182 p.

MARRIED WOMEN—EMPLOYMENT

No. 32—Shafner, Evelyn. When mothers work. [Santa Barbara, Cal., Pacific Press, 1972] 160 p.

NOISE

No. 33—Great Britain. Industrial Health Advisory Committee. Sub-Committee on Noise. Code of practice for reducing the exposure of employed persons to noise. London, HMSO, 1972. 33 p.

OCCUPATIONS

No. 34—Pavalko, Ronald Michael. Sociology of occupations and professions. Itasca, Ill., F. E. Peacock [1971] 234 p.

OLDER WORKERS

No. 35—Conseil régional de bien-être de Sherbrooke. Après 65 ans [par] Jocelin Arguin [et autres. Sherbrooke] 1972. 2 v.

PENSIONS

No. 36—Miller, Edward B. Pensions, profit-sharing and the Labor Board; remarks before Midwest Pension Conference, Chicago, Ill., March 15, 1972. [Washington, U.S. National Labor Relations Board, 1972] 20 p.

SICKNESS BENEFITS

No. 37—Institute of Personnel Management. Sick pay schemes. London, 1971. 100 p.

SOCIAL PROBLEMS

No. 38—Rossi, Peter H. Evaluating social programs; theory, practice, and politics, edited by Peter H. Rossi [and] Walter Williams. New York, Seminar Press, 1972. 326 p.

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BOUR STATISTICS

cipal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
		(in thousands)		
AL CIVILIAN LABOUR FORCE*				
Week ended February 17, 1973		8,938	+ 0.6	+ 4.5
Employed	February	8,283	+ 1.1	+ 4.5
Agriculture	"	394	− 1.5	− 1.3
Non-agriculture	"	7,889	+ 1.2	+ 4.8
Paid workers	"	7,353	+ 1.4	+ 5.4
At work 35 hours or more	"	6,550	+ 2.4	+ 3.9
At work less than 35 hours	"	1,382	− 4.0	+ 6.4
Employed but not at work	"	351	− 1.7	+ 7.7
Unemployed	"	655	− 4.8	+ 4.5
Atlantic	"	87	−	+ 20.8
Québec	"	235	− 4.9	+ 5.4
Ontario	"	171	+ 0.6	− 7.6
Prairie	"	81	− 9.0	+ 5.2
British Columbia	"	81	− 14.7	+ 15.7
Without work and seeking work	"	606	− 4.4	+ 4.1
On temporary layoff up to 30 days	"	49	− 10.9	+ 8.9
USTRIAL EMPLOYMENT (1961 = 100)†	November	132.8	− 0.5	+ 2.6
Manufacturing employment (1961 = 100)†	"	125.8	− 0.3	+ 2.8
MIGRATION	1st 6 mos. 1972	86,787	−	− 7.7
Destined to the labour force	"	42,417	−	− 10.3
KES AND LOCKOUTS				
Strikes and lockouts	January	81	+ 14.1	+ 11.3
No. of workers involved	"	12,318	+ 8.8	+ 27.3
Duration in man days	"	186,830	+ 20.4	+ 39.5
RNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	November	153.84	+ 0.3	+ 8.3
Average hourly earnings (mfg.)†	"	3.64	+ 0.6	+ 8.3
Average weekly hours paid†	"	40.5	− 0.5	+ 0.5
Consumer price index (1961 = 100)	"	142.3	+ .2	+ 5.1
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	"	138.3	− 0.4	+ 3.7
Total labour income (Millions of dollars)†	"	4,950.4	− 0.1	+ 11.1
DUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	January	203.6	−	+ 7.3
Manufacturing	"	199.7	+ 0.5	+ 7.0
Durables	"	230.4	+ 1.0	+ 7.9
Non-durables	"	175.4	−	+ 6.2
RESIDENTIAL CONSTRUCTION**				
Starts	January	11,187	− 20.1	+ 18.7
Completions	"	16,030	− 1.6	+ 6.4
Under construction	"	158,219	− 3.12	+ 8.2

Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
Evidence data.
Preliminary.
Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Departmen of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first thre tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes a workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to th work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1968-1973

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Yea		Duration in Man-Day	
		Strikes and Lockouts	Workers Involved	Man-Days	Per Cent o Estimate Workin Tim
1968	559	582	223,562	5,032,730	0.3
1969	566	595	306,799	7,751,880	0.4
1970	503	542	261,706	6,539,560	0.3
1971	547	569	239,631	2,866,590	0.1
*1972	492	532	690,667	7,848,360	0.4
†1972—January	40	80	16,938	133,900	0.0
February	35	78	28,095	238,030	0.1
March	42	89	231,431	365,950	0.2
April	44	95	233,060	1,832,300	1.3
May	57	109	62,854	936,540	0.5
June	66	127	131,278	1,214,620	0.7
July	42	100	94,666	1,104,230	0.7
August	34	86	36,209	617,060	0.4
September	45	95	33,340	462,470	0.3
*October	31	78	29,501	419,520	0.2
*November	37	92	32,703	368,520	0.2
*December	19	78	11,318	155,220	0.1
*1973—January	30	89	12,318	186,830	0.1

* Preliminary. †Revised.

STRIKES AND LOCKOUTS, JANUARY, 1973, BY INDUSTRY, (PRELIMINARY)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	3	5	1,206	15,930
Manufacturing	11	40	4,487	77,130
Construction	2	11	2,648	53,130
Transportation and utilities	7	12	1,055	10,360
Trade	2	10	907	10,320
Finance	—	—	—	—
Service	3	8	1,867	19,260
Public administration	2	3	148	700
All Industries	30	89	12,318	186,830

STRIKES AND LOCKOUTS, JANUARY, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	In Effect During Montl			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Ma Da
Newfoundland	4	10	1,282	19.0
Prince Edward Island	—	—	—	
Nova Scotia	—	1	7	
New Brunswick	—	2	88	1.9
Quebec	7	21	2,280	41.7
Ontario	10	23	5,131	69.2
Manitoba	—	3	84	1.8
Saskatchewan	—	3	276	3.1
Alberta	—	3	263	5.7
British Columbia	3	14	2,123	37.3
Federal	6	9	784	6.6
All Jurisdictions	30	89	12,318	186.8

IKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY 1973 (PRELIMINARY)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: December	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
IES						
AL						
.ornex Mining Corp., Highland Valley, B.C.	Steelworkers Loc. 7619 (AFL-CIO/CLC)	400	8,800	58,400	July 3/72 —	Hours of work—
Mines de la Madeleine, te Anne des Monts, Qué.	Steelworkers Loc. 7381 (AFL-CIO/CLC)	153	3,370	8,420	Nov. 13/72 —	Wages, employment policy, length of contract—
merican Smelting & efining Co., uchans, Nfld.	Steelworkers Loc. 5457 (AFL-CIO/CLC)	250	250	250	Jan. 4 Jan. 4	Over interpretation of terms of agreement—Return of workers when issue settled.
t. Lawrence olumbium & Metals)ka, Que.	Steelworkers Loc. 7579 (AFL-CIO/CLC)	158	2,530	2,530	Jan. 10 —	Wages, security, classification—
anex Placer Ltd., ndako Mines Div., ndako, B.C.	Steelworkers Loc. 959 (AFL-CIO/CLC)	245	980	980	Jan. 17 Jan. 23	Suspension of shovel operator— Return of workers when court injunction issued.
ufacturing						
O & BEVERAGES						
are Food (Biscuit ivision) Ltd., itchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	8,360	63,990	May 26/72 —	Wages, hours—
onavista Cold orage Ltd., onavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	9,220	55,460	June 29/72 —	Wages, hours, overtime pay, paid holidays—
cGavin Toastmaster td., eston Bakeries Ltd., gina, Sask.	Bakery Workers Loc. 428 (AFL-CIO/CLC)	225	2,030	12,170	Oct. 25/72 Jan. 14	Wages, hours, other benefits— $38 per wk. increase over 29-month contract; progressive reduction in hours from 38 to 36½ per wk., other improved benefits.
ershey Chocolate Canada, Smiths Falls, Ont.	Retail, Wholesale Employees Loc. 461 (AFL-CIO/CLC)	153	770	770	Jan. 25 —	Wages—
TILES						
Vabasso Ltd., Empire Division, Welland, Ont.	United Textile Workers Loc. 155 (AFL-CIO/CLC)	500	5,950	15,450	Dec. 1/72 Jan. 19	Wages—Maintenance workers returned on 16th, remainder on the 19th; see reverse 45¢/hr. over 3 years.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days December	 Accumulated	Starting Date Termination Date	Major Issues Result
WOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	4,180	29,640	June 19/72 —	Not reported—
Canadian Forest Products, Huntting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,400	17,200	Sept. 13/72 —	Protest against the suspens of fellow workers for alleg slowdown—
Northwood Pulp Sawmill Div., Prince George, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	250	5,500	22,000	Sept. 25/72 —	Not reported—
PAPER						
Consolidated Bathurst Upper Mattawin, Cté. Berthirer, Qué.	Syndicat National des Travailleurs de la Pulpe et Papier (CSN)	225	3,150	3,150	Jan. 2 Jan. 22	Wages—Not reported.
PRIMARY METALS						
Newfoundland Steel Co., St. John's, Nfld.	Steelworkers Loc. 7144 (AFL-CIO/CLC)	150	5,300	7,100	Dec. 12/72 —	Demanding the withdrawal o warning given to an employ for refusing to work impropе assigned job—
METAL FABRICATING						
Locweld & Forge Products Ltd., Montréal, Qué.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,520	28,640	July 25/72 —	Not reported—
Firestone Steel Products of Canada Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	300	2,700	2,700	Jan. 19 —	Wages, other benefits—
MACHINERY						
McKee Bros. Ltd., Elmira, Ont.	Steelworkers (AFL-CIO/CLC)	148	3,260	3,260	Jan. 2 —	Wages, length of agreement—
NON-METALLIC MINERAL PRODUCTS						
Cegelec Industries Inc., La Prairie, Qué.	Metallurgists Miners & Chemical Workers Fed'n. (CNTU)	170	3,740	31,280	May 10/72 —	Delayed negotiations in a n contract—
CHEMICAL PRODUCTS						
Tioxide du Canada Ltée, Tracy, Qué.	Steelworkers Loc. 3619 (AFL-CIO/CLC)	180	390	390	Jan. 29 —	Not reported—

KES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY 1973 (PRELIMINARY) (CONT.)

dustry nployer ocation	Union	Workers Involved	Duration in Man-Days December	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
truction						
anadian Elevator anufacturers Assoc., ovince-wide, Ont.	Elevator Constructors Loc. 90 (AFL-CIO/CLC)	1,200	26,400	124,230	Aug. 29/72 –	Protest in the lack of progress in negotiations for a national contract–
anadian Elevator anufacturers, wer Mainland, B.C.	Elevator Constructors Loc. 82 (AFL-CIO/CLC)	227	4,990	22,470	Sept. 8/72 –	Protest over lack of progress in negotiating a national contract–
ne Canadian Elevator anufacturers, ontréal, Québec, ué.	Elevator Constructors Loc 89 & 101 (AFL-CIO/CLC)	600	13,200	56,400	Sept. 15/72 –	Protest over lack of progress in negotiations for a national contract–
ne Canadian Elevator anufacturers, dmonton & Calgary, ta.	Elevator Constructors Loc. 122 & 130 (AFL-CIO/CLC)	200	4,400	16,000	Oct. 5/72 –	Wages, fringe benefits, union jurisdiction–
anadian Comstock, aser Brace, G.M. est & Fischbach edard, brador City, Nfld.	Carpenters Loc. 1523 and I.B.E.W. Loc. 2330 (AFL-CIO/CLC)	255	510	510	Jan. 12 Jan. 15	Wages, working conditions–50¢ an hr. increase; time and one-half after 8-hr. day and 40-hr. week.
portation and Utilities						
SPORTATION						
rdair Ltd. of ontreal, uebec, Ontario and rthwest Territories.	Machinists Loc. 2309 (AFL-CIO/CLC)	240	3,430	11,110	Nov. 14/72 Jan. 21	Wages, job security, other improvements–Not reported
ndwich, Windsor, d Amherstburg ilway, ndsor Area, Ont.	Transit Union Loc. 616 (AFL-CIO/CLC)	184	2,890	4,220	Dec. 22/72 –	Wages–
ardair Canada Ltd., Emonton, Calgary, ncouver & Toronto	Canadian Air Line Flight Attendants' Association (CLC)	102	1,240	1,240	Jan. 12 –	Wages, hours–
MUNICATION						
st Office Department, onto, Ont.	Canadian Union of Postal Workers (CLC)	100	300	300	Jan. 17 Jan. 19	Job classification–Return of postal workers.
st Office Dept., erborough, Ont.	Canadian Union of Postal Workers	150	150	150	Jan. 29 Jan. 30	Transportation to and from Post Office–Not reported.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY 1973 (PRELIMINARY) (CONCL'D

Industry Employer Location	Union	Workers Involved	Duration in Man-Days December	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
Trade						
Great Atlantic & Pacific Tea Co. Ltd., Metro Toronto, Ont.	Retail, Wholesale Employees Loc. 414 (AFL-CIO/CLC)	225	2,930	10,360	Nov. 12/72 Jan. 19	Wages, seniority, job postings job security—Not reported.
Benjamin News Co. Ltd., Montréal, Qué.	Teamsters Loc. 931 (Ind.)	155	3,410	4,500	Dec. 2/72 –	Not reported–
Ford Motor Co. of Canada Ltd., Bramalea, Ont.	Auto Workers Loc. 584 (CLC)	350	180	180	Jan. 11 Jan. 11	Dispute between union offici and a security guard—Retu of workers pending discussion
Service						
EDUCATION						
Various school boards, Windsor, Timmins and Essex County, Ont.	Ontario Secondary School Teachers' Federation	1,240	10,420	10,420	Jan. 3 Jan. 22	Wages, job security—N reported.
Greater Victoria School Board, (School District 61) Victoria area, B.C.	Public Employees Loc. 382 (CLC)	521	521	6,770	Jan. 12 –	Equal pay for women do equal work–
Public Administration						
LOCAL ADMINISTRATION						
City of St. John's, St. John's, Nfld.	Public Employees Loc. 1289 (CLC)	100	50	50	Jan. 9 Jan. 9	Protesting use of non-un employees—Return of wor when dispute settled.

*Federal Jurisdiction.

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